

**Performance Analysis Report**

*for*

**Miami Beach Employees'  
Retirement Plan**

*For the Period Ending December 31, 2008*

**Milliman**

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# **I - Executive Summary and Overview**

## **Quarterly Overview**

### **Market Overview**

#### *Domestic Equity Markets*

Domestic equities continued to suffer from widespread distress originating with systemic financial sector problems that began in 2007. After the bankruptcy of Lehman Brothers and the near-bankruptcy of Merrill Lynch and AIG in September, the markets continued their sharp decline in October and November before recovering somewhat in December. The impact on markets during the fourth quarter was severe losses and levels of volatility not seen in recent decades. The Treasury Department began to implement the Troubled Asset Relief Program by infusing banks, large and small, with billions of dollars of direct equity investments. These developments, along with the decision by the Federal Reserve to lower the Fed Funds target rate to 0-0.25%, will continue to play out over the coming months.

Large capitalization stock losses were somewhat less than small capitalization stocks in the fourth quarter. Large capitalization stocks, as measured by the S&P 500, returned -21.9% in the quarter and -37.0% for 2008. Small capitalization stocks, as measured by the Russell 2000®, returned -26.1% for the quarter and -33.8% for the trailing year.

All ten of the S&P 500 sectors had negative returns this quarter. Telecom Services had the least negative return (-1.3%), followed by Utilities (-10.9%), Health Care (-12.1%), Consumer Staples (-13.6%), Energy (-20.6%), Consumer Discretionary (-22.8%), Industrials (-23.7%), Information Technology (-25.7%), Materials (-31.0%) and Financials (-36.9%),

Growth-oriented securities trailed value securities by a slight margin in the fourth quarter of 2008, a continuation of the pattern seen in the prior quarter. In the domestic large capitalization area, the Russell 1000® Growth Index returned -22.8%, compared to the Russell 1000® Value Index return of -22.2%. In small cap securities, the difference was larger, with the Russell 2000® Growth Index return of -27.4% compared to the Russell 2000® Value Index return of -24.9%.

#### *International Capital Markets*

International equity markets declined along with the domestic equity markets in the fourth quarter, with the MSCI EAFE Index returning -19.9%. The US Dollar strengthened modestly during the quarter, slightly dampening international returns for US investors. The MSCI EAFE return prior to translation into US\$ was -18.5%. The Pacific portion of EAFE held up better during the fourth quarter, with the MSCI Europe Index returning -22.7% in US\$ and the MSCI Pacific Basin Index returning -13.8% in US\$. The Pacific portion was dominated by the better relative performance of Japan which returned -9.0% in the fourth quarter.

#### *Domestic Bond Markets*

With Barclay Capital's partial acquisition of Lehman Brothers in September, the Lehman fixed income indices have now been renamed the Barclays Capital indices. The Barclays Capital Aggregate Index returned 4.6% during the quarter. Longer-duration bonds outperformed shorter-duration bonds during the quarter. The Barclays Capital Long Government/Credit Index returned 13.1%, while the shorter Barclays Capital Government/Credit Index returned 6.4%. Government issues led Credit issues in the quarter as investors sought out the safety of Treasury securities. The Barclays Capital Government Bond Index returned 8.1% compared to 4.0% for the Barclays Capital Credit Index. The mortgage bond market sector performed well in the quarter with the Citigroup Mortgage Index returning 4.3%.

#### *Domestic Real Estate Market*

The domestic real estate market, as measured by the NCREIF property index, returned -8.3% for the fourth quarter of 2008. The FTSE NAREIT Equity Index, which measures the domestic public REIT market, returned -38.8%. Global real estate securities, measured by the FTSE EPRA/NAREIT Global Real Estate Index, returned -32.4%.

## ***Miami Beach Employees' Retirement Plan***

### *Asset Allocation Summary*

- The Miami Beach Employees' Retirement Plan had a total market value of \$311,086,258 as of December 31, 2008, which represents a decrease of \$52.0 million from the September 30, 2008 market value of \$363,122,757.
- The overall decrease in the Fund's market value was the result of \$6.9 million in net contributions and \$59.0 million in investment losses.

### *Fourth Quarter, 2008 Performance Summary*

#### *Total Plan*

- The Employees' Retirement Plan had a return of -15.5% during the fourth quarter of 2008, and ranked in the 79<sup>th</sup> percentile of the total fund universe. This return was below the benchmark return of -13.6%. (For periods up to and including the 4<sup>th</sup> quarter of 1996, the Total Fund benchmark is 50% S&P 500 and 50% Barclays Intermediate Gov't/Corp Index; from 1<sup>st</sup> quarter of 1997 through 4<sup>th</sup> quarter of 1998, the benchmark is 50% S&P 500 and 50% Barclays U.S. Aggregate Bond Index; from 1<sup>st</sup> quarter of 1999 through the 3<sup>rd</sup> quarter of 2000, the benchmark is 40% S&P 500, 7.5% S&P 400 Mid Cap, 2.5% MSCI EAFE and 50% Barclays U.S. Aggregate Bond Index. From the 4<sup>th</sup> quarter 2000 through the 1<sup>st</sup> quarter of 2006 the benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% MSCI EAFE and 40% Barclays U.S. Aggregate Bond Index. From 2<sup>nd</sup> quarter 2006, the current benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% Russell 2000®, 7% MSCI EAFE and 33% Barclays U.S. Aggregate.)
- Over the past year, the Retirement Plan's return of -26.0% was lower than the -24.6% return of the Fund's benchmark and ranked in the 67<sup>th</sup> percentile in the universe of total funds.
- Over the past five years, the Retirement Plan returned 1.2%, above the 0.6% return of the benchmark, and ranked in the 64<sup>th</sup> percentile.

#### *Equity Portfolios*

- ICC Capital had a return of -24.5%, which was below the -21.9% return of the S&P 500 and the -22.2% return of the Russell 1000® Value Index. ICC Capital's fourth quarter performance ranked in the 64<sup>th</sup> percentile in the universe of equity portfolios.
- The RhumbLine Advisors S&P 500 Index fund returned -21.6% during the quarter, slightly better than the -21.9% return of S&P 500. The portfolio ranked in the 31<sup>st</sup> percentile of the equity manager universe.
- The RhumbLine Advisors S&P 400 mid capitalization index portfolio had a fourth quarter return of -25.3%, which was slightly better than the -25.6% return of the S&P 400 Mid Cap Index. RhumbLine's S&P 400 Index fund's fourth quarter performance ranked in the 70<sup>th</sup> percentile in the universe of equity managers.
- The RhumbLine Advisors S&P 600 small capitalization index portfolio had a fourth quarter return of -25.0%, which was slightly better than the -25.2% return of the S&P 600 Small Cap Index. The portfolio ranked in the 68<sup>th</sup> percentile of the equity manager universe.

#### *Fixed Income Portfolios*

- The Rhumblin Barclays U.S. Aggregate bond fund returned 3.5% in the fourth quarter. This return was below the 4.6% return of the Barclays U.S. Aggregate but ranked in the 45<sup>th</sup> percentile of fixed income portfolios.
- The Wellington fixed income portfolio returned -0.8% during the quarter, significantly below the 4.6% return of the Barclays U.S. Aggregate Bond Index. Wellington's performance ranked in the 77<sup>th</sup> percentile in the universe of fixed income managers.

#### *International Equity Portfolios*

- Wentworth, Hauser & Violich had a fourth quarter return of -32.0%, which was significantly lower than the -19.9% return of the MSCI EAFE Index. Wentworth's performance ranked in the 93<sup>rd</sup> percentile in the universe of international equity managers.

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## **II - Asset Allocation and Asset Growth Review**

### **Comments on Asset Allocation**

The Miami Beach Employees' Retirement Plan had a total market value of \$311,086,258 as of December 31, 2008, which represents a decrease of \$52.0 million from the September 30, 2008 market value of \$363,122,757.

#### *Net Contributions/Withdrawals*

- Net contributions totaled approximately \$6.9 million during the fourth quarter.
- The Rhumblin S&P 500 fund had a contribution of \$10.8 million, the Rhumblin Holding Account had a contribution of \$2.0 million and the Rhumblin Pooled Bond Index fund had a withdrawal of \$6.0 million. The Trust cash account had a contribution of \$7 thousand.
- The Rhumblin holding account has been set up for accounting purposes to hold contributions that are not immediately invested in a Rhumblin Index Fund. During the 4th quarter, a contribution of \$12.9 million was received on October 1st but was not invested in the fund until November 1st. During the month of October, this contribution remained in the trading account but was invested in SPYs that exposed the contribution to the S&P 500 performance.

#### *Investment Gains/Losses*

- During the fourth quarter of 2008, the Retirement Plan experienced an investment loss of approximately \$59.0 million. The Retirement Plan's domestic equity managers posted fourth quarter investment losses of \$50.3 million, while the fixed income managers posted a gain of \$1.6 million and Wentworth Hauser's international equity portfolio posted a loss of \$10.3 million.

#### *Current Actual Asset Allocation*

- As shown in the *Actual Asset Allocation* table, as of December 31, 2008, the Retirement Plan had an allocation of 41.3% to the large cap domestic equity managers, 8.3% to mid cap equity, 3.8% to small cap equity, 39.5% to domestic fixed income, 7.0% to international equity, and 0.1% to cash equivalents.
- Relative to September 30, 2008, the Retirement Plan had lower allocations to large cap equity (41.3% vs. 42.3%), to small cap equity (3.8 % vs. 4.3%), to mid cap equity (8.3% vs. 9.5%), to international equity (7.0% vs. 8.8%). The Retirement Plan had a higher allocation to fixed income (39.5% vs. 35.1 %).
- As of December 31, 2008, the allocations to fixed income (39.5% vs. 33.0%) and to cash (0.1% vs. 0.0%) were above their target allocation levels. The allocations to large cap equity (41.3% vs. 45.0%), to mid cap equity (8.3% vs. 10.0%) and to small cap equity (3.8% vs. 5.0%), were below their target allocation levels. The allocation to international equity was on target at 7.0%.

**Actual Asset Allocation**  
**Quarter Ending December 31, 2008**

	<u>9/30/2008</u> <u>Market Value</u>	<u>9/30/2008</u> <u>% of Total</u>	<u>12/31/2008</u> <u>Market Value</u>	<u>12/31/2008</u> <u>% of Total</u>
DOMESTIC EQUITY				
Large Capitalization Equity				
ICC Capital	\$ 50,456,727	13.9 %	\$ 38,119,708	12.3 %
Rhumbline Advisors	102,962,956	28.4	90,493,677	29.1
TOTAL LARGE CAP EQUITY	<u>\$ 153,419,683</u>	<u>42.3 %</u>	<u>\$ 128,613,385</u>	<u>41.3 %</u>
Mid Capitalization Equity				
Rhumbline Advisors	\$ 34,462,788	9.5 %	\$ 25,750,277	8.3 %
TOTAL MID CAP EQUITY	<u>\$ 34,462,788</u>	<u>9.5 %</u>	<u>\$ 25,750,277</u>	<u>8.3 %</u>
Small Capitalization Equity				
Rhumbline Advisors	\$ 15,590,748	4.3 %	\$ 11,693,167	3.8 %
TOTAL SMALL CAP EQUITY	<u>\$ 15,590,748</u>	<u>4.3 %</u>	<u>\$ 11,693,167</u>	<u>3.8 %</u>
TOTAL DOMESTIC EQUITY	<u>\$ 203,473,219</u>	<u>56.0 %</u>	<u>\$ 166,056,829</u>	<u>53.4 %</u>
FIXED INCOME				
Rhumbline Advisors	\$ 64,772,236	17.8 %	\$ 60,876,721	19.6 %
Wellington Management	62,567,762	17.2	62,089,272	20.0
TOTAL FIXED INCOME	<u>\$ 127,339,998</u>	<u>35.1 %</u>	<u>\$ 122,965,993</u>	<u>39.5 %</u>
INTERNATIONAL EQUITY				
Wentworth Hauser	\$ 32,089,719	8.8 %	\$ 21,835,920	7.0 %
TOTAL INT'L EQUITY	<u>\$ 32,089,719</u>	<u>8.8 %</u>	<u>\$ 21,835,920</u>	<u>7.0 %</u>
GENERAL CASH ACCOUNT				
Trust Account	\$ 219,821	0.1 %	\$ 227,516	0.1 %
TOTAL CASH	<u>\$ 219,821</u>	<u>0.1 %</u>	<u>\$ 227,516</u>	<u>0.1 %</u>
<b>TOTAL FUND</b>	<b>\$ 363,122,757</b>	<b>100.0 %</b>	<b>\$ 311,086,258</b>	<b>100.0 %</b>

# **Analysis of Changes in Market Value of Assets - Latest Quarter** **Period Ending December 31, 2008**

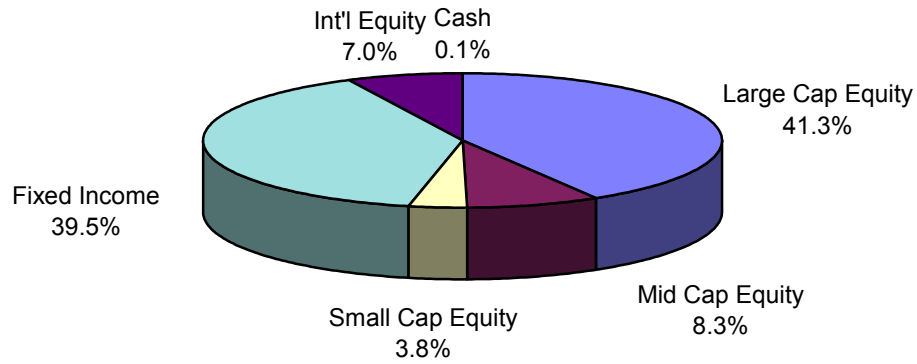
	<b>Beginning Market Value</b>	<b>Other Net Contribution/ Withdrawals</b>	<b>Investment Gain/Loss</b>	<b>Ending Market Value</b>
DOMESTIC EQUITY				
Large Capitalization Equity				
ICC Capital	\$ 50,456,727	\$ -	\$ (12,337,019)	\$ 38,119,708
Rhumblin Advisors	\$ 102,962,956	\$ 10,823,079	\$ (23,292,359)	\$ 90,493,677
TOTAL LARGE CAP EQUITY	\$ 153,419,683	\$ 10,823,079	\$ (35,629,378)	\$ 128,613,385
Mid Capitalization Equity				
Rhumblin Advisors	\$ 34,462,788	\$ -	\$ (8,712,511)	\$ 25,750,277
TOTAL MID CAP EQUITY	\$ 34,462,788	\$ -	\$ (8,712,511)	\$ 25,750,277
Small Capitalization Equity				
Rhumblin Advisors	\$ 15,590,748	\$ -	\$ (3,897,581)	\$ 11,693,167
TOTAL SMALL CAP EQUITY	\$ 15,590,748	\$ -	\$ (3,897,581)	\$ 11,693,167
Rhumblin Holding Account <sup>A</sup>	\$ -	\$ 2,040,744	\$ (2,040,744)	\$ -
TOTAL DOMESTIC EQUITY	\$ 203,473,219	\$ 12,863,823	\$ (50,280,214)	\$ 166,056,829
FIXED INCOME				
Rhumblin Advisors	\$ 64,772,236	\$ (5,950,000)	\$ 2,054,485	\$ 60,876,721
Wellington Management	\$ 62,567,762	\$ -	\$ (478,490)	\$ 62,089,272
TOTAL FIXED INCOME	\$ 127,339,998	\$ (5,950,000)	\$ 1,575,995	\$ 122,965,993
INTERNATIONAL EQUITY				
Wentworth Hauser	\$ 32,089,719	\$ -	\$ (10,253,799)	\$ 21,835,920
TOTAL INT'L EQUITY	\$ 32,089,719	\$ -	\$ (10,253,799)	\$ 21,835,920
GENERAL CASH ACCOUNT				
Trust Account	\$ 219,821	\$ 7,353	\$ 342	\$ 227,516
TOTAL CASH	\$ 219,821	\$ 7,353	\$ 342	\$ 227,516
<b>TOTAL FUND</b>	<b>\$ 363,122,757</b>	<b>\$ 6,921,176</b>	<b>\$ (58,957,676)</b>	<b>\$ 311,086,258</b>

<sup>A</sup>**Rhumblin Holding Account** This account has been set up for accounting purposes to hold contributions that are not immediately invested in a Rhumblin Index Fund. During the 4<sup>th</sup> quarter, a contribution of \$12.9 million was received on October 1<sup>st</sup> but was not invested in the fund until November 1<sup>st</sup>. During the month of October, this contribution remained in the trading account but was invested in SPYs that exposed the contribution to the S&P 500 performance.

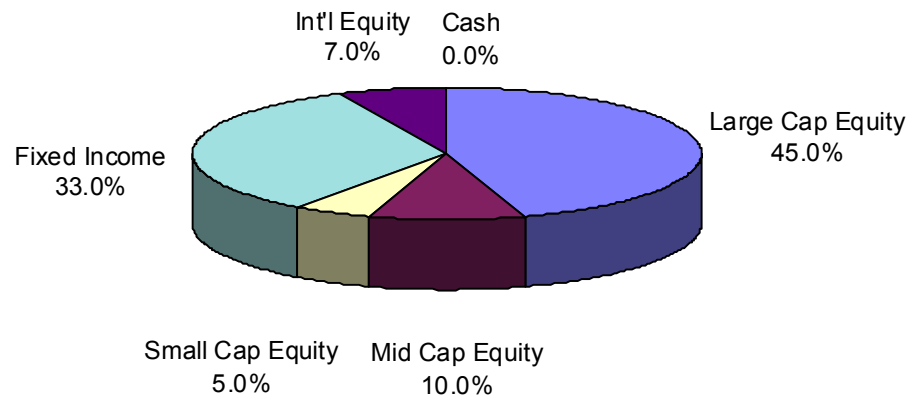
## Actual & Target Asset Allocation

As of December 31, 2008

### Actual Asset Allocation



### Target Asset Allocation



### **III - Performance Review**

#### **Comments on Investment Manager Performance**

##### ***Total Fund Performance***

- The Miami Beach Employees' Retirement Plan Total Fund had a return of -15.5% during the fourth quarter of 2008, and ranked in the 79<sup>th</sup> percentile of the total fund universe. This return was lower than the benchmark return of -13.6%.
- Over the past year, the Fund's return of -26.0% was below the -24.6% return of the Fund's benchmark and ranked in the 67<sup>th</sup> percentile in the universe of total funds.
- Over the past five years, the Fund returned 1.2%, exceeding the 0.6% return of the benchmark, but ranked in the 64<sup>th</sup> percentile.
- For the 10-year period, the Retirement Plan returned 2.6%, above the 2.1% return of the benchmark but ranked in the 56<sup>th</sup> percentile.

##### ***Equity Portfolio Performance***

###### ***ICC Capital***

- ICC Capital's portfolio returned -24.5%, which was lower than the -21.9% return of the S&P 500 and the -22.2% return of the Russell 1000® Value Index. ICC Capital's fourth quarter performance ranked in the 64<sup>th</sup> percentile in the universe of equity portfolios.
- Over the past year, ICC's return of -36.6% was better than both the -36.9% return of the Russell 1000® Value and the -37.0% return of the S&P 500, and ranked in the 41<sup>st</sup> percentile.
- For the five-year period, ICC's return of -0.7% was better than the Russell 1000® Value Index return of -0.8% and the S&P 500 return of -2.2% and ranked in the 41<sup>st</sup> percentile of equity managers.
- During the past seven and ten years, the manager exceeded the S&P 500 but trailed the Russell 1000® Value Index, ranking in the 48<sup>th</sup> and 61<sup>st</sup> percentile of equity managers, respectively.

###### ***Rhumblin Advisors – S&P 500***

- The Rhumblin Advisors' S&P 500 Index portfolio returned -21.6% in the fourth quarter. Rhumblin's return was narrowly above the -21.9% return of the S&P 500 and ranked in the 31<sup>st</sup> percentile of equity managers.
- Over the past year the portfolio has returned -36.6%, slightly better than the -37.0% return of the S&P 500 and ranked in the 41<sup>st</sup> percentile.
- The portfolio has slightly exceeded the S&P 500 over all longer trailing time periods, extending to ten years.

###### ***Rhumblin Advisors – S&P 400 Mid Cap***

- The mid cap index portfolio managed by Rhumblin returned -25.3% in the fourth quarter, which was slightly better than the -25.6% return of the S&P 400 Mid Cap benchmark. The fourth quarter return ranked in the 70<sup>th</sup> percentile of equity managers.
- Over the past year, the portfolio has returned -35.9%, better than the index return of -36.2% and ranked in the 35<sup>th</sup> percentile.
- The portfolio has exceeded the S&P 400 over all longer trailing time periods, extending to ten years.

#### *Rhumblin Advisors – S&P 600 Small Cap*

- The Rhumblin Advisors' small cap index portfolio returned -25.0% in the fourth quarter, which was better than the -25.2% return of the S&P 600 Small Cap benchmark. The fourth quarter return ranked in the 68<sup>th</sup> percentile of equity managers. Over the past year the fund return of -30.8% was slightly better than the benchmark return of -31.1%. The two-year results were also better than the Index.

#### ***Equity-Only Performance Relative to Style Groups***

##### *ICC Capital*

- ICC Capital's fourth quarter equity segment return of -24.7% ranked in the 85<sup>th</sup> percentile in the large capitalization value universe and in the 89<sup>th</sup> percentile of the large capitalization core universe.
- Over the past year, ICC's equity segment return of -37.4% ranked in the 48<sup>th</sup> percentile of the large cap value universe and in the 65<sup>th</sup> percentile of the large cap core universe.
- ICC ranks above median in the core universe over the two- through ten-year periods.

##### *Rhumblin Advisors – S&P 500*

- Rhumblin's fourth quarter equity segment return of -21.6% ranked in the 24<sup>th</sup> percentile in the large capitalization core universe.
- Over the past year, Rhumblin's equity segment return of -36.6% ranked in the 30<sup>th</sup> percentile of the large core universe.
- The portfolio has ranked above median for most trailing time periods.

##### *Rhumblin Advisors – S&P 400 Mid Cap*

- Rhumblin's fourth quarter equity segment return of -25.3% ranked in the 55<sup>th</sup> percentile in the mid capitalization core universe.
- Over the past year, Rhumblin's equity segment return of -35.9% ranked in the 47<sup>th</sup> percentile of the mid core universe.

##### *Rhumblin Advisors – S&P 600 Small Cap*

- Rhumblin's fourth quarter equity segment return of -25.0% ranked in the 38<sup>th</sup> percentile in the small capitalization core universe. For the past year, the -30.8% return on the Rhumblin portfolio ranks at the 25<sup>th</sup> percentile. Over the past two years, results are also above median.

##### *Wentworth Hauser*

- Wentworth Hauser's fourth quarter equity international segment return of -32.5% ranked in the 92<sup>nd</sup> percentile of the international equity universe.
- Over the past year, Wentworth's return of -48.2% ranked in the 73<sup>rd</sup> percentile of the international equity universe.
- Over the past five years, Wentworth's international equity segment returned 10.3%, and ranked in the 11<sup>th</sup> percentile of the international equity universe.

### ***Fixed Income Portfolio Performance***

#### ***Rhumblin Barclays U.S. Aggregate***

- The Rhumblin fixed income index account returned 3.5% in the fourth quarter, well below the Barclays U.S. Aggregate return of 4.6% but ranking in the 45<sup>th</sup> percentile of fixed income portfolios.
- Over the past year, the account has returned 4.7%, below the 5.2% return of the Barclays U.S. Aggregate but ranked in the 40<sup>th</sup> percentile of fixed income portfolios.

#### ***Wellington Management***

- Wellington Management's fourth quarter return of -0.8% ranked in the 77<sup>th</sup> percentile in the universe of fixed income portfolios, and significantly underperformed the benchmark return of 4.6%. (For periods up to and including 1<sup>st</sup> quarter 1997, the Barclays Intermediate Gov't/Corp. Bond Index is the benchmark, and for subsequent periods, the benchmark is the Barclays U.S. Aggregate Bond Index.)
- Over the past year, Wellington's return of -3.3% significantly trailed the 5.2% return of the benchmark and ranked in the 85<sup>th</sup> percentile.
- Wellington has underperformed the benchmark over all trailing periods.

### ***International Equity Portfolio Performance***

#### ***Wentworth Hauser***

- The Wentworth Hauser portfolio returned -32.0% in the fourth quarter, which was significantly lower than the -19.9% return of the MSCI EAFE Index and ranked in the 93<sup>rd</sup> percentile of international equity managers.
- Over the past year, Wentworth's return of -47.5% was lower than the -43.1% return of the MSCI EAFE and ranked in the 76<sup>th</sup> percentile.
- For the five-year period, Wentworth's return of 9.7% significantly exceeded the MSCI EAFE return of 2.1% and ranked in the 8<sup>th</sup> percentile of international equity managers.

### ***Investment Management Fee Summary***

- In the fourth quarter of 2008, investment management fees reduced performance in the ICC Capital portfolio by approximately 9 basis points, all RhumbLine Advisor accounts were reduced by approximately 1 bp, Wentworth, Hauser & Violich by 22 bp and Wellington by 6 bp. These results are similar to previous quarters and are as expected.

**Cumulative Performance Results by Manager - Before Fees**  
**Periods Ending December 31, 2008**  
**Total Portfolio Returns**

	Last Qtr	Last 2 Qtrs	Last 3 Qtrs	Last Year	Last Two Years	Last Three Years	Last Four Years	Last Five Years	Last Seven Years	Last Ten Years
<b>Domestic Equity Managers</b>										
<b>Large Capitalization Equity</b>										
<b>ICC Capital</b>	-24.5 %	-29.4 %	-31.3 %	-36.6 %	-16.7 %	-7.1 %	-3.7 %	-0.7 %	0.5 %	1.3 %
<i>Ranking vs. Equity</i>	64	50	59	41	31	29	33	41	48	61
Russell 1000® Value	-22.2	-26.9	-30.8	-36.9	-20.6	-8.3	-4.7	-0.8	0.8	1.4
<i>Ranking vs. Equity</i>	43	26	55	44	74	45	48	44	45	59
S&P 500	-21.9	-28.5	-30.4	-37.0	-18.5	-8.3	-5.2	-2.2	-1.5	-1.4
<i>Ranking vs. Equity</i>	38	41	50	49	50	46	62	70	79	85
<b>Rhumblin Advisors</b>	-21.6	-28.1	-30.0	-36.6	-18.2	-8.1	-5.0	-2.0	-1.4	-1.3
<i>Ranking vs. Equity</i>	31	33	41	41	43	38	54	63	71	80
S&P 500	-21.9	-28.5	-30.4	-37.0	-18.5	-8.3	-5.2	-2.2	-1.5	-1.4
<i>Ranking vs. Equity</i>	38	41	50	49	50	46	62	70	79	85
<b>Mid Capitalization Equity</b>										
<b>Rhumblin Advisors</b>	-25.3	-33.4	-29.7	-35.9	-16.8	-8.6	-3.7	0.1	2.2	4.6
<i>Ranking vs. Equity</i>	70	72	39	35	32	53	33	31	30	28
S&P 400 Mid Cap	-25.6	-33.6	-30.0	-36.2	-17.0	-8.8	-3.8	-0.1	2.1	4.5
<i>Ranking vs. Equity</i>	71	73	42	38	34	55	35	33	32	29
<b>Small Capitalization Equity</b>										
<b>Rhumblin Advisors</b>	-25.0	-26.0	-25.4	-30.8	-16.9	-	-	-	-	-
<i>Ranking vs. Equity</i>	68	21	17	15	33	-	-	-	-	-
S&P 600	-25.2	-25.8	-25.5	-31.1	-17.1	-7.5	-3.9	0.9	3.1	5.2
<i>Ranking vs. Equity</i>	69	20	17	16	35	32	36	23	23	25
<b>Fixed Income Manager</b>										
<b>Rhumblin</b>	3.5	3.6	2.4	4.7	-	-	-	-	-	-
<i>Ranking vs. Fixed Income</i>	45	31	38	40	-	-	-	-	-	-
Barclays U.S. Aggregate	4.6	4.1	3.0	5.2	6.1	5.5	4.7	4.7	5.4	5.6
<i>Ranking vs. Fixed Income</i>	31	27	29	32	39	41	42	41	41	44
<b>Wellington Mgmt.</b>	-0.8	-3.6	-4.0	-3.3	1.4	2.4	2.5	3.0	4.3	4.9
<i>Ranking vs. Fixed Income</i>	77	80	80	85	85	84	84	84	76	75
Wellington Benchmark <sup>1</sup>	4.6	4.1	3.0	5.2	6.1	5.5	4.7	4.7	5.4	5.6
<i>Ranking vs. Fixed Income</i>	31	27	29	32	39	41	42	41	41	44

<sup>1</sup> **Wellington Benchmark** for periods up to and including 1<sup>st</sup> quarter 1997 is the Barclays Intermediate Gov't/Corp. Bond Index, for subsequent periods, it is the Barclays U.S. Aggregate Bond Index.



**Cumulative Performance Results by Manager - Before Fees (Con't)**  
**Periods Ending December 31, 2008**  
**Total Portfolio Returns**

	Last Qtr	Last 2 Qtrs	Last 3 Qtrs	Last Year	Last Two Years	Last Three Years	Last Four Years	Last Five Years	Last Seven Years	Last Ten Years
<b>International Manager</b>										
<b>Wentworth Hauser</b>	-32.0 %	-51.0 %	-45.5 %	-47.5 %	-13.7 %	-2.9 %	5.7 %	9.7 %	-	-
<i>Ranking vs. Int'l Equity</i>	93	93	85	76	10	18	6	8	-	-
MSCI EAFE	-19.9	-36.3	-37.6	-43.1	-20.3	-6.9	-2.1	2.1	3.9 %	1.2 %
<i>Ranking vs. Int'l Equity</i>	37	40	43	45	56	56	69	73	80	91
<b>Total Fund</b>										
	-15.5	-22.4	-22.1	-26.0	-10.4	-3.6	-1.0	1.2	2.2	2.6
<i>Ranking vs. Total Funds</i>	79	72	69	67	62	67	64	64	61	56
<b>Fund Benchmark<sup>2</sup></b>										
	-13.6	-19.2	-20.1	-24.6	-10.4	-3.7	-1.6	0.6	1.8	2.1
<i>Ranking vs. Total Funds</i>	64	52	55	56	62	68	73	76	74	74

<sup>2</sup>**Fund Benchmark** = For periods up to and including the 4<sup>th</sup> quarter of 1996, the Total Fund benchmark is 50% S&P 500 and 50% Barclays Intermediate Gov't/Corp Index; from 1<sup>st</sup> quarter of 1997 through 4<sup>th</sup> quarter of 1998, the benchmark is 50% S&P 500 and 50% Barclays U.S. Aggregate Bond Index; from 1<sup>st</sup> quarter of 1999 through the 3<sup>rd</sup> quarter of 2000, the benchmark is 40% S&P 500, 7.5% S&P 400 Mid Cap, 2.5% MSCI EAFE and 50% Barclays U.S. Aggregate Bond Index. From the 4<sup>th</sup> quarter 2000 through the 1<sup>st</sup> quarter of 2006 the benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% MSCI EAFE and 40% Barclays U.S. Aggregate Bond Index. From 2<sup>nd</sup> quarter 2006, the current benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% Russell 2000®, 7% MSCI EAFE and 33% Barclays U.S. Aggregate.

**Calendar Year Performance Results by Manager - Before Fees**  
**Periods Ending December 31, 2008**  
**Total Portfolio Returns**

	2008	2007	2006	2005	2004	2003
<b>Domestic Equity Managers</b>						
<b>Large Capitalization Equity</b>						
<b>ICC Capital</b>	-36.6 %	9.3 %	15.6 %	7.5 %	12.2 %	33.9 %
<i>Ranking vs. Equity</i>	41	28	45	42	51	39
Russell 1000® Value	-36.9	-0.2	22.2	7.0	16.5	30.0
<i>Ranking vs. Equity</i>	44	78	7	46	30	54
S&P 500	-37.0	5.5	15.8	4.9	10.9	28.7
<i>Ranking vs. Equity</i>	49	48	40	70	64	65
 <b>Rhumblin Advisors</b>						
	-36.6	5.6	15.9	4.9	10.9	28.6
<i>Ranking vs. Equity</i>	41	45	38	69	65	67
S&P 500	-37.0	5.5	15.8	4.9	10.9	28.7
<i>Ranking vs. Equity</i>	49	48	40	70	64	65
 <b>Mid Capitalization Equity</b>						
<b>Rhumblin Advisors</b>	-35.9	8.0	10.2	12.9	16.5	35.5
<i>Ranking vs. Equity</i>	35	32	73	11	30	35
S&P 400 Mid Cap	-36.2	8.0	10.3	12.6	16.5	35.5
<i>Ranking vs. Equity</i>	38	33	72	12	30	35
 <b>Small Capitalization Equity</b>						
<b>Rhumblin Advisors</b>	-30.8	-0.2	-	-	-	-
<i>Ranking vs. Equity</i>	15	78	-	-	-	-
S&P 600	-31.1	-0.3	15.1	7.7	22.7	38.8
<i>Ranking vs. Equity</i>	16	78	48	42	8	25
<b>Fixed Income Manager</b>						
<b>Rhumblin Advisors</b>	4.7	-	-	-	-	-
<i>Ranking vs. Fixed Income</i>	40	-	-	-	-	-
Barclays U.S. Aggregate	5.2	7.0	4.3	2.4	4.3	4.1
<i>Ranking vs. Fixed Income</i>	32	40	59	53	51	62
 <b>Wellington Mgmt.</b>						
	-3.3	6.3	4.6	2.7	4.8	5.0
<i>Ranking vs. Fixed Income</i>	85	53	45	38	38	40
Wellington Benchmark <sup>1</sup>	5.2	7.0	4.3	2.4	4.3	4.1
<i>Ranking vs. Fixed Income</i>	32	40	59	53	51	62

<sup>1</sup>**Wellington Benchmark** for periods up to and including 1<sup>st</sup> quarter 1997 is the Barclays Intermediate Gov't/Corp. Bond Index, for subsequent periods, it is the Barclays U.S. Aggregate Bond Index.

**Calendar Year Performance Results by Manager - Before Fees (Con't)**  
**Periods Ending December 31, 2008**  
**Total Portfolio Returns**

	2008	2007	2006	2005	2004	2003
<b>International Manager</b>						
<b>Wentworth Hauser</b>	-47.5 %	42.0 %	22.7 %	36.3 %	27.5 %	-
<i>Ranking vs. Int'l Equity</i>	76	3	69	4	7	-
MSCI EAFE	-43.1	11.6	26.9	14.0	20.7	39.2 %
<i>Ranking vs. Int'l Equity</i>	45	52	36	59	36	40
<b>Total Fund</b>	-26.0	8.7	11.5	7.4	10.3	21.1
<i>Ranking vs. Total Funds</i>	67	29	56	31	49	41
<b>Fund Benchmark<sup>2</sup></b>	-24.6	6.4	11.3	5.1	9.4	19.8
<i>Ranking vs. Total Funds</i>	56	64	57	66	60	49

<sup>2</sup>**Fund Benchmark** = For periods up to and including the 4<sup>th</sup> quarter of 1996, the Total Fund benchmark is 50% S&P 500 and 50% Barclays Intermediate Gov't/Corp Index; from 1<sup>st</sup> quarter of 1997 through 4<sup>th</sup> quarter of 1998, the benchmark is 50% S&P 500 and 50% Barclays U.S. Aggregate Bond Index; from 1<sup>st</sup> quarter of 1999 through the 3<sup>rd</sup> quarter of 2000, the benchmark is 40% S&P 500, 7.5% S&P 400 Mid Cap, 2.5% MSCI EAFE and 50% Barclays U.S. Aggregate Bond Index. From the 4<sup>th</sup> quarter 2000 through the 1<sup>st</sup> quarter of 2006 the benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% MSCI EAFE and 40% Barclays U.S. Aggregate Bond Index. From 2<sup>nd</sup> quarter 2006, the current benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% Russell 2000®, 7% MSCI EAFE and 33% Barclays U.S. Aggregate.

## Cumulative Performance Results by Manager - Before Fees

Periods Ending December 31, 2008

### Portfolio Segment Returns

	Last Qtr	Last 2 Qtrs	Last 3 Qtrs	Last Year	Last Two Years	Last Three Years	Last Four Years	Last Five Years	Last Seven Years	Last Ten Years
<b>Equity Managers</b>										
<b>Large Capitalization Equity</b>										
<b>ICC Capital</b>										
Equity-Only Return	-24.7 %	-29.9 %	-32.0 %	-37.4 %	-17.2 %	-7.3 %	-3.8 %	-0.8 %	0.4 %	1.2 %
<i>Ranking vs. Equity Only</i>	63	51	60	50	32	29	33	43	47	51
Russell 1000® Value	-22.2	-26.9	-30.8	-36.9	-20.6	-8.3	-4.7	-0.8	0.8	1.4
<i>Ranking vs. Equity Only</i>	41	25	51	41	67	43	45	44	41	50
S&P 500	-21.9	-28.5	-30.4	-37.0	-18.5	-8.3	-5.2	-2.2	-1.5	-1.4
<i>Ranking vs. Equity Only</i>	37	38	47	46	46	43	57	66	72	76
<b>Rhumblin Advisors</b>										
Equity-Only Return	-21.6	-28.1	-30.0	-36.6	-18.2	-8.1	-5.0	-2.0	-1.4	-1.3
<i>Ranking vs. Equity Only</i>	30	31	40	38	40	37	49	60	65	72
S&P 500	-21.9	-28.5	-30.4	-37.0	-18.5	-8.3	-5.2	-2.2	-1.5	-1.4
<i>Ranking vs. Equity Only</i>	37	38	47	46	46	43	57	66	72	76
<b>Mid Capitalization Equity</b>										
<b>Rhumblin Advisors</b>										
Equity-Only Return	-25.3	-33.4	-29.7	-35.9	-16.8	-8.6	-3.7	0.1	2.2	4.6
<i>Ranking vs. Equity Only</i>	67	69	37	32	30	49	31	31	30	23
S&P 400 Mid Cap	-25.6	-33.6	-30.0	-36.2	-17.0	-8.8	-3.8	-0.1	2.1	4.5
<i>Ranking vs. Equity Only</i>	71	73	42	38	34	55	35	33	32	29
<b>Small Capitalization Equity</b>										
<b>Rhumblin Advisors</b>										
Equity-Only Return	-25.0	-26.0	-25.4	-30.8	-16.9	-	-	-	-	-
<i>Ranking vs. Equity Only</i>	65	21	16	13	30	-	-	-	-	-
S&P 600	-25.2	-25.8	-25.5	-31.1	-17.1	-7.5	-3.9	0.9	3.1	5.2
<i>Ranking vs. Equity Only</i>	66	19	17	14	31	31	35	24	22	17

**Cumulative Performance Results by Manager - Before Fees (Con't)**  
**Periods Ending December 31, 2008**  
**Portfolio Segment Returns**

	Last Qtr	Last 2 Qtrs	Last 3 Qtrs	Last Year	Last Two Years	Last Three Years	Last Four Years	Last Five Years	Last Seven Years	Last Ten Years
<b>Fixed Income Manager</b>										
<b>Rhumblin Advisors</b>										
Fixed-Only Return	3.5 %	3.6 %	2.4 %	4.7 %	-	-	-	-	-	-
<i>Ranking vs. Fixed Only</i>	51	37	41	44	-	-	-	-	-	-
Barclays U.S. Aggregate	4.6	4.1	3.0	5.2	6.1 %	5.5 %	4.7 %	4.7 %	5.4 %	5.6 %
<i>Ranking vs. Fixed Only</i>	38	32	34	37	43	45	46	42	42	50
<b>Wellington Mgmt.</b>										
Fixed-Only Return	-0.8	-3.7	-4.1	-3.4	1.3	2.4	2.4	2.9	4.3	4.9
<i>Ranking vs. Fixed Only</i>	82	85	85	87	86	85	84	83	76	81
Wellington Benchmark <sup>1</sup>	4.6	4.1	3.0	5.2	6.1	5.5	4.7	4.7	5.4	5.6
<i>Ranking vs. Fixed Only</i>	38	32	34	37	43	45	46	42	42	50
<b>International Manager</b>										
<b>Wentworth Hauser</b>										
Int'l Equity Return	-32.5	-51.7	-46.1	-48.2	-13.8	-2.8	6.1	10.3	-	-
<i>Ranking vs. Int'l Equity Only</i>	92	91	82	73	15	20	13	11	-	-
MSCI EAFE	-19.9	-36.3	-37.6	-43.1	-20.3	-6.9	-2.1	2.1	3.9	1.2
<i>Ranking vs. Int'l Equity Only</i>	39	44	42	40	53	53	69	75	81	99

<sup>1</sup>**Wellington Benchmark** for periods up to and including 1<sup>st</sup> quarter 1997 is the Barclays Intermediate Gov't/Corp. Bond Index, for subsequent periods, it is the Barclays U.S. Aggregate Bond Index.

## Cumulative Performance Results By Manager - Net of Fees

Periods Ending December 31, 2008

Total Portfolio Returns

	<u>Last Qtr</u>	<u>Last Two Qtrs</u>	<u>Last Three Qtrs</u>	<u>Last Year</u>	<u>Last Two Years</u>	<u>Last Three Years</u>	<u>Last Four Years</u>	<u>Last Five Years</u>	<u>Last Seven Years</u>	<u>Last Ten Years</u>
<b>Equity Manager</b>										
Large Capitalization Equity										
ICC Capital	-24.5 %	-29.6 %	-31.5 %	-36.8 %	-17.0 %	-7.5 %	-4.0 %	-1.0 %	0.1 %	0.9 %
Rhumblin S&P 500	-21.6	-28.1	-30.0	-36.6	-18.2	-8.2	-5.1	-2.1	-1.5	-1.4
Mid Capitalization Equity										
Rhumblin S&P 400	-25.3	-33.4	-29.7	-35.9	-16.8	-8.7	-3.7	0.0	2.1	4.5
Small Capitalization Equity										
Rhumblin S&P 600	-25.0	-26.0	-25.4	-30.8	-16.9	-	-	-	-	-
<b>Fixed Income Manager</b>										
Rhumblin	3.4	3.6	2.4	4.7	-	-	-	-	-	-
Wellington <sup>1</sup>	-0.8	-3.8	-4.2	-3.5	1.1	2.2	2.3	2.7	4.0	4.7
<b>International Equity</b>										
Wentworth Hauser	-32.2	-51.3	-45.9	-48.0	-14.4	-3.8	4.7	8.7	-	-
<b>Indices</b>										
Russell 1000® Value	-22.2	-26.9	-30.8	-36.9	-20.6	-8.3	-4.7	-0.8	0.8	1.4
S&P 500	-21.9	-28.5	-30.4	-37.0	-18.5	-8.3	-5.2	-2.2	-1.5	-1.4
S&P 400	-25.6	-33.6	-30.0	-36.2	-17.0	-8.8	-3.8	-0.1	2.1	4.5
S&P 600	-25.2	-25.8	-25.5	-31.1	-17.1	-7.5	-3.9	0.9	3.1	5.2
Barclays U.S. Aggregate	4.6	4.1	3.0	5.2	6.1	5.5	4.7	4.7	5.4	5.6
Wellington Benchmark <sup>1</sup>	4.6	4.1	3.0	5.2	6.1	5.5	4.7	4.7	5.4	5.6
EAFE Index	-19.9	-36.3	-37.6	-43.1	-20.3	-6.9	-2.1	2.1	3.9	1.2

<sup>1</sup> **Wellington Benchmark** for periods up to and including 1<sup>st</sup> quarter 1997 is the Barclays Intermediate Gov't/Corp. Bond Index, for subsequent periods, it is the Barclays U.S. Aggregate Bond Index.

## Analysis of Manager's Value Added Performance vs. Market Indexes

### Periods Ending December 31, 2008

	Last Qtr	Last 2 Qtrs	Last 3 Qtrs	Last Year	Last Two Years	Last Three Years	Last Four Years	Last Five Years	Last Seven Years	Last Ten Years
<b>Equity Portfolio</b>										
<b>Large Capitalization Equity</b>										
vs. Russell 1000® Value										
ICC Capital	-2.3 %	-2.5 %	-0.4 %	0.3 %	3.9 %	1.2 %	1.1 %	0.1 %	-0.3 %	-0.1 %
vs. S&P 500										
ICC Capital	-2.5	-0.9	-0.8	0.4	1.7	1.2	1.5	1.5	2.0	2.6
Rhumblin Advisors	0.3	0.4	0.4	0.4	0.3	0.2	0.2	0.2	0.1	0.1
<b>Mid Capitalization Equity</b>										
vs. S&P 400 Mid Cap										
Rhumblin Advisors	0.3	0.3	0.4	0.3	0.2	0.1	0.2	0.2	0.1	0.1
<b>Small Capitalization Equity</b>										
vs. S&P 600										
Rhumblin Advisors	0.2	-0.2	0.1	0.3	0.2	-	-	-	-	-
<b>Fixed Income Portfolio</b>										
vs. Barclays U.S. Aggregate										
Rhumblin Advisors	-1.1	-0.5	-0.6	-0.5	-	-	-	-	-	-
vs. Wellington Benchmark <sup>1</sup>										
Wellington Mgmt.	-5.3	-7.7	-7.0	-8.6	-4.7	-3.1	-2.2	-1.7	-1.1	-0.7
<b>International Portfolio</b>										
vs. MSCI EAFE										
Wentworth Hauser	-12.1	-14.7	-8.0	-4.4	6.6	4.0	7.8	7.6	-	-
<b>Total Fund</b>										
vs. Benchmark <sup>2</sup>	-1.9	-3.2	-1.9	-1.5	0.1	0.1	0.6	0.6	0.5	0.5
<b>Market Indices</b>										
Russell 1000® Growth	-22.8	-32.3	-31.5	-38.4	-17.0	-9.1	-5.7	-3.4	-3.4	-4.3
Russell 1000® Value	-22.2	-26.9	-30.8	-36.9	-20.6	-8.3	-4.7	-0.8	0.8	1.4
S&P 500	-21.9	-28.5	-30.4	-37.0	-18.5	-8.3	-5.2	-2.2	-1.5	-1.4
S&P 400 Mid Cap	-25.6	-33.6	-30.0	-36.2	-17.0	-8.8	-3.8	-0.1	2.1	4.5
S&P 600 Small Cap	-25.2	-25.8	-25.5	-31.1	-17.1	-7.5	-3.9	0.9	3.1	5.2
Barclays U.S. Aggregate	4.6	4.1	3.0	5.2	6.1	5.5	4.7	4.7	5.4	5.6
Wellington Benchmark <sup>1</sup>	4.6	4.1	3.0	5.2	6.1	5.5	4.7	4.7	5.4	5.6
MSCI EAFE	-19.9	-36.3	-37.6	-43.1	-20.3	-6.9	-2.1	2.1	3.9	1.2
Total Fund Benchmark	-13.6	-19.2	-20.1	-24.6	-10.4	-3.7	-1.6	0.6	1.8	2.1

<sup>1</sup>**Wellington Benchmark** for periods up to and including 1<sup>st</sup> quarter 1997 is the Barclays Intermediate Gov't/Corp. Bond Index, for subsequent periods, it is the Barclays U.S. Aggregate Bond Index.

<sup>2</sup>**Fund Benchmark** = For periods up to and including the 4<sup>th</sup> quarter of 1996, the Total Fund benchmark is 50% S&P 500 and 50% Barclays Intermediate Gov't/Corp Index; from 1<sup>st</sup> quarter of 1997 through 4<sup>th</sup> quarter of 1998, the benchmark is 50% S&P 500 and 50% Barclays U.S. Aggregate Bond Index; from 1<sup>st</sup> quarter of 1999 through the 3<sup>rd</sup> quarter of 2000, the benchmark is 40% S&P 500, 7.5% S&P 400 Mid Cap, 2.5% MSCI EAFE and 50% Barclays U.S. Aggregate Bond Index. From the 4<sup>th</sup> quarter 2000 through the 1<sup>st</sup> quarter of 2006 the benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% MSCI EAFE and 40% Barclays U.S. Aggregate Bond Index. From 2<sup>nd</sup> quarter 2006, the current benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% Russell 2000®, 7% MSCI EAFE and 33% Barclays U.S. Aggregate.

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## Equity-Only Manager Performance vs. Style Groups

### Periods Ending December 31, 2008

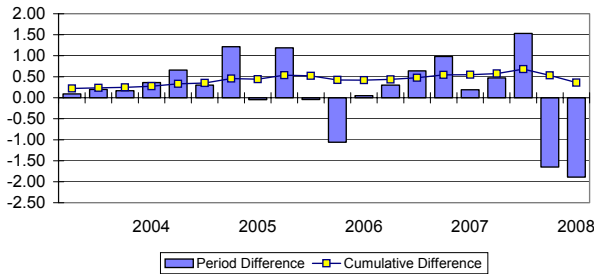
	Last Qtr	Last 2 Qtrs	Last 3 Qtrs	Last Year	Last Two Years	Last Three Years	Last Four Years	Last Five Years	Last Seven Years	Last Ten Years
<b>Equity Only Returns</b>										
Large Capitalization Equity										
ICC Capital	-24.7 %	-29.9 %	-32.0 %	-37.4 %	-17.2 %	-7.3 %	-3.8 %	-0.8 %	0.4 %	1.2 %
Rank vs Large Value	85	67	59	48	21	31	47	59	65	84
Rank vs Large Core	89	68	75	65	19	19	18	19	23	30
Rhumblin Advisors	-21.6	-28.1	-30.0	-36.6	-18.2	-8.1	-5.0	-2.0	-1.4	-1.3
Rank vs Large Core	24	22	28	30	28	28	38	41	48	60
Mid Capitalization Equity										
Rhumblin Advisors	-25.3	-33.4	-29.7	-35.9	-16.8	-8.6	-3.7	0.1	2.2	4.6
Rank vs Mid Cap Core	55	60	47	47	32	42	55	61	-	-
Small Capitalization Equity										
Rhumblin Advisors	-25.0	-26.0	-25.4	-30.8	-16.9	-	-	-	-	-
Rank vs Small Cap Core	38	28	28	25	32	-	-	-	-	-
<b>International Only Returns</b>										
Wentworth Hauser	-32.5	-51.7	-46.1	-48.2	-13.8	-2.8	6.1	10.3	-	-
Rank vs. Int'l Equity	92	91	82	73	15	20	13	11	-	-
<b>Equity Style Group Medians</b>										
Large Cap Value	-22.0	-28.0	-31.1	-37.5	-20.1	-8.4	-3.9	-0.2	1.3	2.3
Large Cap Core	-22.0	-28.8	-30.4	-37.0	-18.5	-8.4	-5.2	-2.1	-1.4	-1.1
Mid Cap Core	-23.7	-30.8	-30.0	-36.1	-20.0	-10.2	-2.4	2.6	n/a	n/a
Small Cap Core	-25.5	-24.8	-27.3	-32.0	-19.7	-9.0	-5.1	-0.5	0.0	n/a
International Equity	-21.3	-37.0	-38.5	-44.1	-19.6	-6.2	-1.0	4.4	6.6	7.7
<b>Excess Manager Returns vs. Respective Style Group Medians</b>										
ICC Capital - Large Value	-2.7	-1.9	-0.9	+0.1	+2.9	+1.0	+0.1	-0.6	-0.9	-1.1
ICC Capital - Large Core	-2.7	-1.1	-1.6	-0.5	+1.3	+1.1	+1.4	+1.4	+1.8	+2.4
Rhumblin Advisors - S&P 500	+0.4	+0.8	+0.4	+0.4	+0.3	+0.3	+0.2	+0.1	+0.0	-0.2
Rhumblin Advisors - S&P 400	-1.6	-2.6	+0.3	+0.2	+3.3	+1.6	-1.3	-2.5	n/a	n/a
Rhumblin Advisors - S&P 600	+0.5	-1.2	+1.9	+1.2	+2.9	-	-	-	-	-
Wentworth Hauser	-11.1	-14.7	-7.5	-4.1	+5.9	+3.4	+7.2	+5.9	-	-

## IV – Performance Attribution

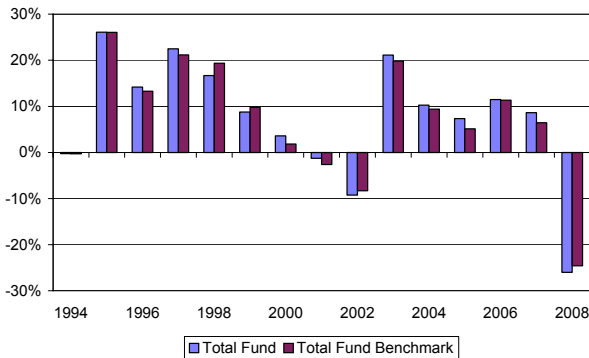
### Total Fund Review

#### Total Fund Performance & Total Equity Characteristics Custom Benchmark

**Total Fund vs. Benchmark**



**Annual Return vs Benchmark**



Portfolio Characteristics	Total Fund Equity Portion	S&P 500
Equity Mkt Value	165,613,931	N/A
Wtd. Avg. Cap (\$Bil)	58.85	79.48
Beta	1.05	1.00
Yield (%)	2.84	2.99
P/E Ratio	11.86	11.56
5yr EPS Growth	14.89	16.18

Sector	Total Fund Equity Portion	S&P 500
Energy	10.67 %	13.31 %
Materials	4.14	2.99
Industrials	12.89	11.06
Consumer Discretionary	10.35	8.38
Consumer Staples	9.58	12.85
Health Care	13.35	14.76
Financials	15.44	13.29
Information Technology	15.23	15.30
Telecom Services	3.21	3.83
Utilities	5.14	4.23

#### Comments:

- The Plan's Total Fund return for the fourth quarter was -15.5%, lower than the Fund benchmark\* (see next page) return of -13.6%. The Total Fund return ranked in the 79<sup>th</sup> percentile of all total fund portfolios. The Fund has outperformed its benchmark over trailing time periods longer than two years.
- Over the past three years, the Total Fund returned -3.6% versus the benchmark return of -3.7% and ranked in the 67<sup>th</sup> percentile. Compared to its benchmark over longer periods, the Fund returned 2.2% vs. 1.8% over seven years, and 2.6% vs. 2.1% over ten years, respectively.
- Fund characteristics are in line with expectations. Compared to the S&P 500, fourth quarter results show the fund was overweighted in the industrials, materials, financials, utilities and consumer discretionary sectors, and underweighted in the energy, consumer staples, health care, information technology and telecom services sectors.
- The fund is in compliance with the three-, five-, seven- and ten-year performance guidelines.

### Quarter Ended December 31, 2008

Equity Portfolios Total Fund Equity Holdings	Portfolio		S&P 500		Attribution		
	% Total	Return	% Total	Return	Stock	Sector	Total
Energy	10.39 %	-24.22 %	13.36 %	-20.64 %	-0.37	0.61	0.24
Materials	4.37	-34.60	3.37	-31.04	-0.16	-0.31	-0.47
Industrials	13.00	-25.66	11.08	-23.65	-0.26	-0.45	-0.72
Consumer Discretionary	9.99	-24.63	8.48	-22.78	-0.18	-0.34	-0.53
Consumer Staples	9.85	-13.62	12.20	-13.64	0.00	0.32	0.32
Health Care	12.15	-14.47	13.09	-12.06	-0.29	0.11	-0.18
Financials	17.32	-35.77	15.85	-36.90	0.20	-0.54	-0.35
Information Technology	15.88	-25.72	15.96	-25.73	0.00	0.02	0.02
Telecom Services	2.46	0.32	3.05	-1.29	0.04	0.01	0.05
Utilities	4.60	-9.41	3.56	-10.94	0.07	-0.11	-0.04
	<b>100.00</b>	<b>-23.63</b>	<b>100.00</b>	<b>-21.98</b>	<b>-0.96</b>	<b>-0.69</b>	<b>-1.65</b>

Trading Effect = [Actual Equity-Only Return -23.19%] - [Buy Hold Return -23.63%] = 0.44%

### Cumulative Performance Results Performance Ending December 31, 2008

	Last Qtr	Last 2 Qtrs	Last 3 Qtrs	Last Year	Last Two Years	Last Three Years	Last Four Years	Last Five Years	Last Seven Years	Last Ten Years
<b>Total Fund</b>	-15.5 %	-22.4 %	-22.1 %	-26.0 %	-10.4 %	-3.6 %	-1.0 %	1.2 %	2.2 %	2.6 %
<i>Ranking vs. Total Funds</i>	79	72	69	67	62	67	64	64	61	56
<b>Fund Benchmark*</b>	-13.6	-19.2	-20.1	-24.6	-10.4	-3.7	-1.6	0.6	1.8	2.1
<i>Ranking vs. Total Funds</i>	64	52	55	56	62	68	73	76	74	74

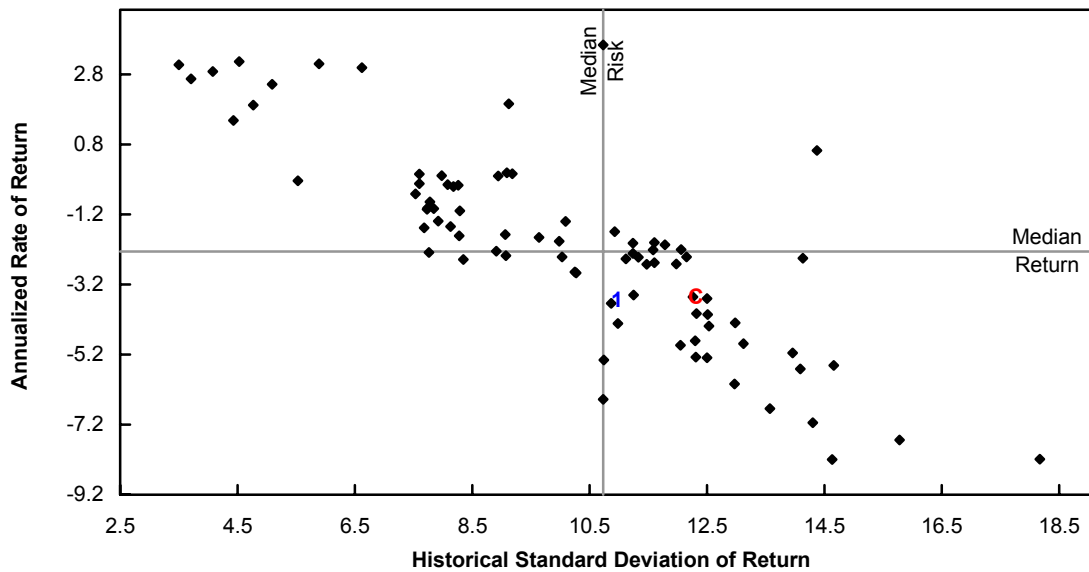
### Calendar Year Performance Results Performance Ending December 31, 2008

	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999
<b>Total Fund</b>	-26.0 %	8.7 %	11.5 %	7.4 %	10.3 %	21.1 %	-9.2 %	-1.3 %	3.6 %	8.8 %
<i>Ranking vs. Total Funds</i>	67	29	56	31	49	41	59	44	43	66
<b>Fund Benchmark*</b>	-24.6	6.4	11.3	5.1	9.4	19.8	-8.3	-2.6	1.8	9.8
<i>Ranking vs. Total Funds</i>	56	64	57	66	60	49	50	55	54	61

**\*Fund Benchmark** = For periods up to and including the 4<sup>th</sup> quarter of 1996, the Total Fund benchmark is 50% S&P 500 and 50% Barclays Intermediate Gov't/Corp Index; from 1<sup>st</sup> quarter of 1997 through 4<sup>th</sup> quarter of 1998, the benchmark is 50% S&P 500 and 50% Barclays U.S. Aggregate Bond Index; from 1<sup>st</sup> quarter of 1999 through the 3<sup>rd</sup> quarter of 2000, the benchmark is 40% S&P 500, 7.5% S&P 400 Mid Cap, 2.5% MSCI EAFE and 50% Barclays U.S. Aggregate Bond Index. From the 4<sup>th</sup> quarter 2000 through the 1<sup>st</sup> quarter of 2006 the benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% MSCI EAFE and 40% Barclays U.S. Aggregate Bond Index. From 2<sup>nd</sup> quarter 2006, the current benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% Russell 2000®, 7% MSCI EAFE and 33% Barclays U.S. Aggregate.

## Total Fund Risk/Reward vs. Universe

3 Years Ending December 31, 2008



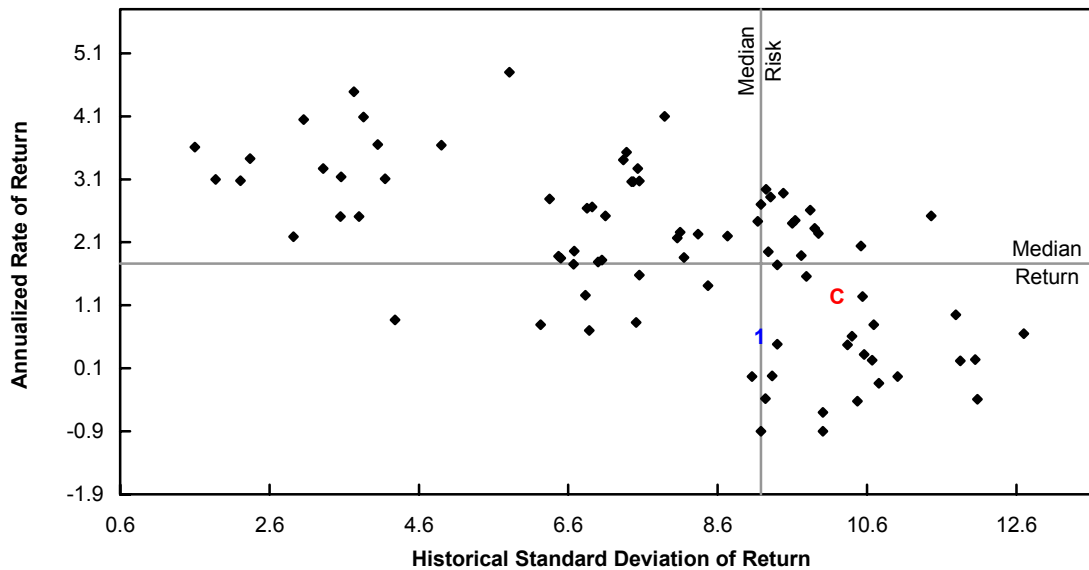
	Annualized Return	Standard Deviation	Risk/Reward Ratio
Total Fund ( <b>C</b> )	-3.6 %	12.3 %	-0.62
Fund Benchmark ( <b>1</b> )	-3.7	10.9	-0.70
Median Fund	-2.3	10.7	-0.58

**Fund Benchmark** = For periods up to and including the 4th quarter of 1996, the Total Fund benchmark is 50% S&P 500 and 50% Barclays Intermediate Gov't/Corp Index; from 1st quarter of 1997 through 4th quarter of 1998, the benchmark is 50% S&P 500 and 50% Barclays U.S. Aggregate Bond Index; from 1st quarter of 1999 through the 3rd quarter of 2000, the benchmark is 40% S&P 500, 7.5% S&P 400 Mid Cap, 2.5% MSCI EAFE and 50% Barclays U.S. Aggregate Bond Index. From the 4th quarter 2000 through the 1st quarter of 2006 the benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% MSCI EAFE and 40% Barclays U.S. Aggregate Bond Index. From 2nd quarter 2006, the current benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% Russell 2000®, 7% MSCI EAFE and 33% Barclays U.S. Aggregate.

All figures annualized

## Total Fund Risk/Reward vs. Universe

5 Years Ending December 31, 2008



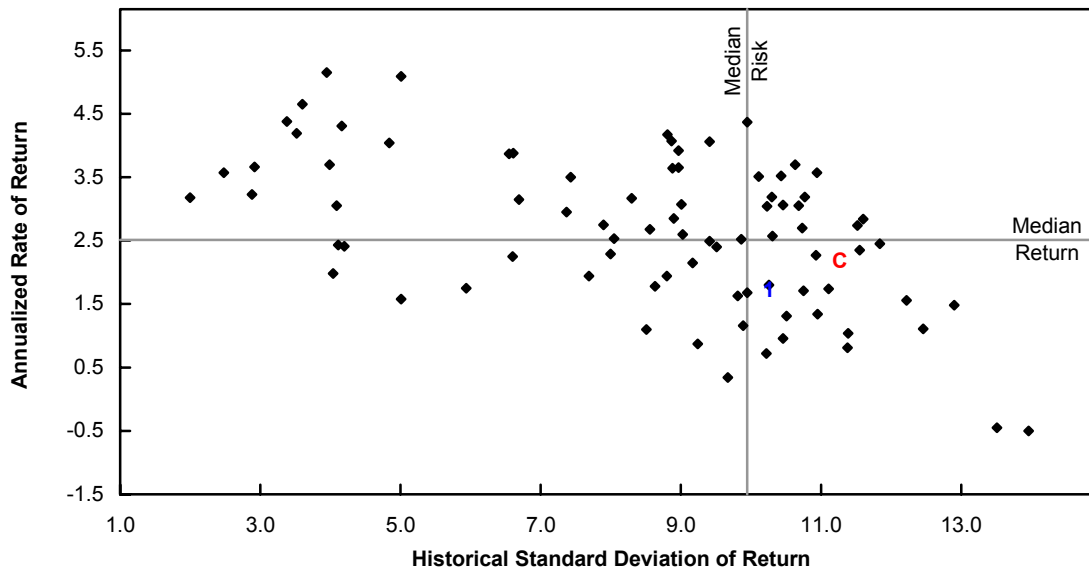
	Annualized Return	Standard Deviation	Risk/Reward Ratio
Total Fund ( <b>C</b> )	1.2 %	10.2 %	-0.20
Fund Benchmark ( <b>1</b> )	0.6	9.2	-0.30
Median Fund	1.7	9.2	-0.17

**Fund Benchmark** = For periods up to and including the 4th quarter of 1996, the Total Fund benchmark is 50% S&P 500 and 50% Barclays Intermediate Gov't/Corp Index; from 1st quarter of 1997 through 4th quarter of 1998, the benchmark is 50% S&P 500 and 50% Barclays U.S. Aggregate Bond Index; from 1st quarter of 1999 through the 3rd quarter of 2000, the benchmark is 40% S&P 500, 7.5% S&P 400 Mid Cap, 2.5% MSCI EAFE and 50% Barclays U.S. Aggregate Bond Index. From the 4th quarter 2000 through the 1st quarter of 2006 the benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% MSCI EAFE and 40% Barclays U.S. Aggregate Bond Index. From 2nd quarter 2006, the current benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% Russell 2000®, 7% MSCI EAFE and 33% Barclays U.S. Aggregate.

*All figures annualized*

## Total Fund Risk/Reward vs. Universe

7 Years Ending December 31, 2008



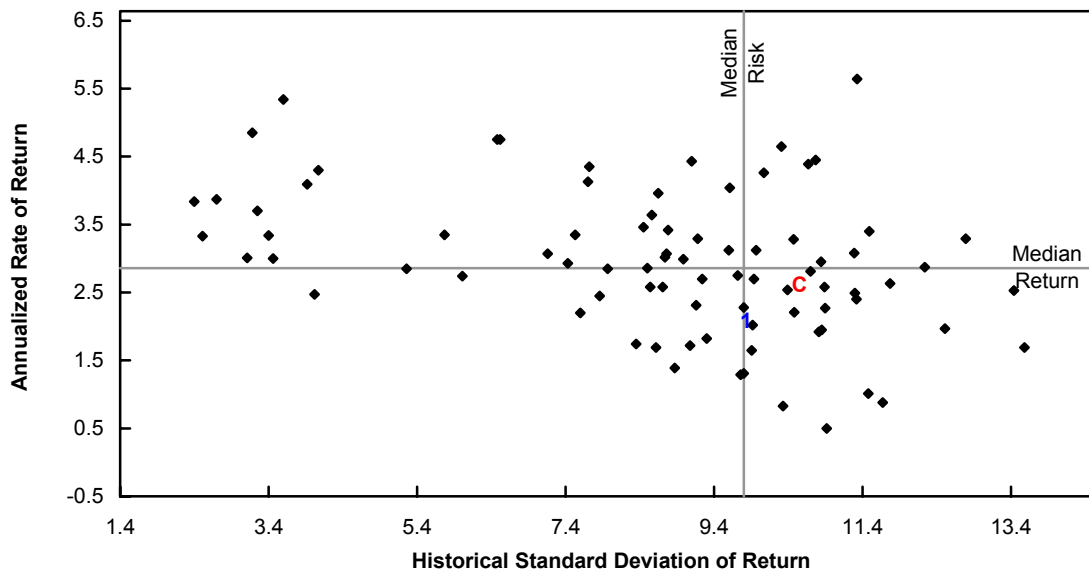
	Annualized Return	Standard Deviation	Risk/Reward Ratio
Total Fund ( <b>C</b> )	2.2 %	11.3 %	-0.05
Fund Benchmark ( <b>1</b> )	1.8	10.2	-0.10
Median Fund	2.6	9.9	-0.02

**Fund Benchmark** = For periods up to and including the 4th quarter of 1996, the Total Fund benchmark is 50% S&P 500 and 50% Barclays Intermediate Gov't/Corp Index; from 1st quarter of 1997 through 4th quarter of 1998, the benchmark is 50% S&P 500 and 50% Barclays U.S. Aggregate Bond Index; from 1st quarter of 1999 through the 3rd quarter of 2000, the benchmark is 40% S&P 500, 7.5% S&P 400 Mid Cap, 2.5% MSCI EAFE and 50% Barclays U.S. Aggregate Bond Index. From the 4th quarter 2000 through the 1st quarter of 2006 the benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% MSCI EAFE and 40% Barclays U.S. Aggregate Bond Index. From 2nd quarter 2006, the current benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% Russell 2000®, 7% MSCI EAFE and 33% Barclays U.S. Aggregate.

*All figures annualized*

## Total Fund Risk/Reward vs. Universe

10 Years Ending December 31, 2008



	Annualized Return	Standard Deviation	Risk/Reward Ratio
Total Fund ( <b>C</b> )	2.6 %	10.6 %	-0.08
Fund Benchmark ( <b>1</b> )	2.1	9.9	-0.14
Median Fund	2.9	9.8	-0.06

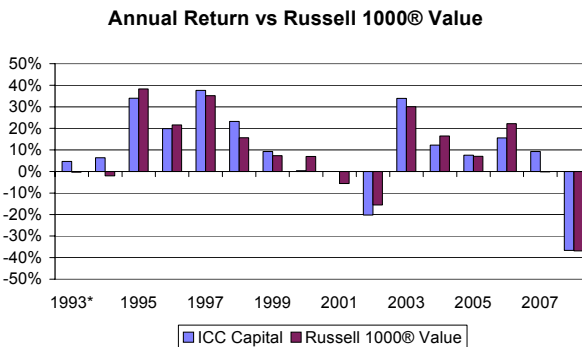
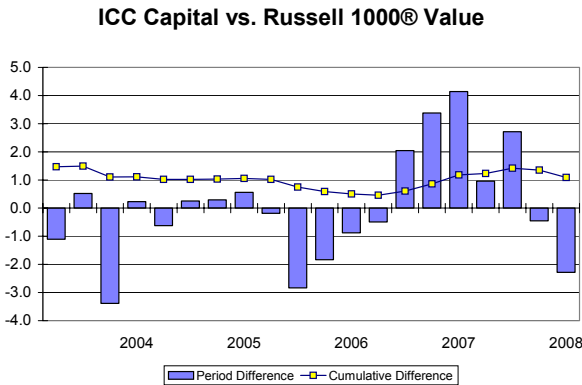
**Fund Benchmark** = For periods up to and including the 4th quarter of 1996, the Total Fund benchmark is 50% S&P 500 and 50% Barclays Intermediate Gov't/Corp Index; from 1st quarter of 1997 through 4th quarter of 1998, the benchmark is 50% S&P 500 and 50% Barclays U.S. Aggregate Bond Index; from 1st quarter of 1999 through the 3rd quarter of 2000, the benchmark is 40% S&P 500, 7.5% S&P 400 Mid Cap, 2.5% MSCI EAFE and 50% Barclays U.S. Aggregate Bond Index. From the 4th quarter 2000 through the 1st quarter of 2006 the benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% MSCI EAFE and 40% Barclays U.S. Aggregate Bond Index. From 2nd quarter 2006, the current benchmark is 45% S&P 500, 10% S&P 400 Mid Cap, 5% Russell 2000®, 7% MSCI EAFE and 33% Barclays U.S. Aggregate.

*All figures annualized*

# Equity Manager Review

## ICC Capital

### Russell 1000® Value Benchmark



\*Not a complete year.

Portfolio Characteristics	ICC Capital	Russell 1000® Value	S&P 500
Equity Mkt Value	37,676,811	N/A	N/A
Wtd. Avg. Cap (\$Bil)	66.09	87.77	79.48
Beta	1.03	0.94	1.00
Yield (%)	3.32	3.80	2.99
P/E Ratio	10.80	11.01	11.56
5yr EPS Growth	16.69	14.69	16.18

Sector	ICC Capital	Russell 1000® Value	S&P 500
Energy	9.49 %	17.17 %	13.31 %
Materials	5.39	3.01	2.99
Industrials	12.67	9.04	11.06
Consumer Discretionary	12.30	8.14	8.38
Consumer Staples	7.27	9.53	12.85
Health Care	11.68	13.26	14.76
Financials	14.48	23.74	13.29
Information Technology	17.11	2.67	15.30
Telecom Services	4.43	6.53	3.83
Utilities	5.18	6.90	4.23

### Comments:

- ICC Capital returned -24.5% during the fourth quarter, lower than the Russell 1000® Value Index return of -22.2% and the S&P 500 return of -21.9%.
- Over the past year, the portfolio outperformed both the Russell 1000® Value and S&P 500 Indices (-36.6% vs. -36.9% and -37.0%). ICC has outperformed both the Russell 1000® Value Index and the S&P 500 for all trailing time periods over a year and up to five years. Over the past seven and ten years, the portfolio trailed the Russell 1000® Value Index (0.5% vs. 0.8% and 1.3% vs. 1.4%) but outperformed the S&P 500 (0.5% vs. -1.5% and 1.3% vs. -1.4%).
- The portfolio has a lower yield but a higher 5-year earnings per share growth ratio (EPS) compared to the Russell 1000® Value Index.
- Compared to the Russell 1000® Value Index, the portfolio is overweighted in the financial, industrial, material, telecom services, utilities, information technology and consumer discretionary sectors and underweighted in the energy, consumer staples and health care sectors.
- Stock selection and sector allocation decisions were negative during the fourth quarter versus the Russell 1000® Value Index. Stock selection was particularly negative in the financial sector. An overweight to information technology was particularly negative this quarter but an underweight to financials helped. Trading had a positive impact.



## Quarter Ended December 31, 2008

Equity Portfolios	Portfolio		Russell 1000® Value		Attribution		
	% Total	Return	% Total	Return	Stock	Sector	Total
<b>ICC Capital</b>							
Energy	7.76 %	-18.52 %	15.57 %	-14.21 %	-0.33	-0.62	-0.96
Materials	5.06	-44.53	3.71	-36.46	-0.41	-0.19	-0.60
Industrials	13.63	-31.93	9.61	-28.13	-0.52	-0.24	-0.76
Consumer Discretionary	9.11	-20.73	8.77	-27.45	0.61	-0.02	0.59
Consumer Staples	10.84	-12.58	8.86	-12.27	-0.03	0.20	0.16
Health Care	9.73	-8.56	11.76	-11.05	0.24	-0.23	0.02
Financials	19.05	-47.99	27.55	-34.72	-2.53	1.06	-1.46
Information Technology	17.30	-25.13	2.94	-29.44	0.75	-1.04	-0.29
Telecom Services	3.20	6.48	5.20	-1.36	0.25	-0.42	-0.17
Utilities	4.31	-7.38	6.03	-10.46	0.13	-0.20	-0.07
	<b>100.00</b>	<b>-25.73</b>	<b>100.00</b>	<b>-22.19</b>	<b>-1.84</b>	<b>-1.70</b>	<b>-3.54</b>

Trading Effect = [Actual Equity-Only Return -24.69%] - [Buy Hold Return -25.73%] = 1.04%

## Cumulative Performance Results Performance Ending December 31, 2008

	Last Qtr	Last 2 Qtrs	Last 3 Qtrs	Last Year	Last Two Years	Last Three Years	Last Four Years	Last Five Years	Last Seven Years	Last Ten Years
<b>ICC Capital</b>	-24.5 %	-29.4 %	-31.3 %	-36.6 %	-16.7 %	-7.1 %	-3.7 %	-0.7 %	0.5 %	1.3 %
<i>Ranking vs. Equity</i>	64	50	59	41	31	29	33	41	48	61
<b>Russell 1000® Value</b>	-22.2	-26.9	-30.8	-36.9	-20.6	-8.3	-4.7	-0.8	0.8	1.4
<i>Ranking vs. Equity</i>	43	26	55	44	74	45	48	44	45	59
<b>S&amp;P 500</b>	-21.9	-28.5	-30.4	-37.0	-18.5	-8.3	-5.2	-2.2	-1.5	-1.4
<i>Ranking vs. Equity</i>	38	41	50	49	50	46	62	70	79	85

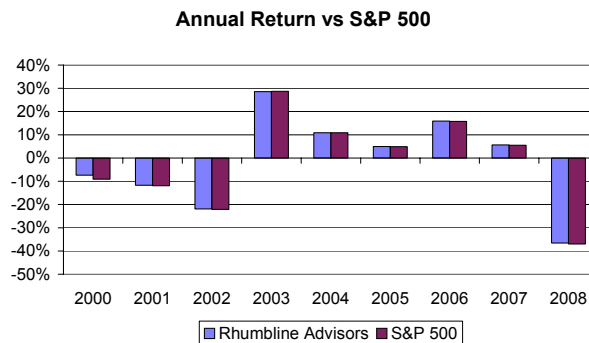
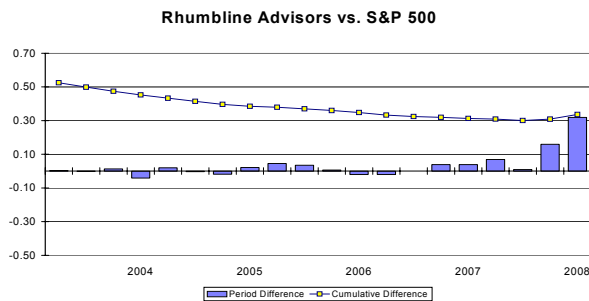
## Calendar Year Performance Results Performance Ending December 31, 2008

	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999
<b>ICC Capital</b>	-36.6 %	9.3 %	15.6 %	7.5 %	12.2 %	33.9 %	-20.2 %	0.0 %	0.3 %	9.2 %
<i>Ranking vs. Equity</i>	41	28	45	42	51	39	47	29	44	73
<b>Russell 1000® Value</b>	-36.9	-0.2	22.2	7.0	16.5	30.0	-15.5	-5.6	7.0	7.3
<i>Ranking vs. Equity</i>	44	78	7	46	30	54	27	40	33	77
<b>S&amp;P 500</b>	-37.0	5.5	15.8	4.9	10.9	28.7	-22.1	-11.9	-9.1	21.0
<i>Ranking vs. Equity</i>	49	48	40	70	64	65	63	63	72	47

# Equity Manager Review

## Rhumblin Advisors – S&P 500

### S&P 500 Benchmark



Portfolio Characteristics	Rhumblin S&P 500	S&P 500
Equity Mkt Value	90,493,677	N/A
Wtd. Avg. Cap (\$Bil)	79.78	79.48
Beta	1.00	1.00
Yield (%)	3.00	2.99
P/E Ratio	11.55	11.56
5yr EPS Growth	15.38	16.18

Sector	Rhumblin S&P 500	S&P 500
Energy	13.30 %	13.31 %
Materials	2.92	2.99
Industrials	11.78	11.06
Consumer Discretionary	8.19	8.38
Consumer Staples	12.84	12.85
Health Care	14.66	14.76
Financials	13.17	13.29
Information Technology	15.19	15.30
Telecom Services	3.83	3.83
Utilities	4.13	4.23

#### Comments:

- The Rhumblin Advisors portfolio's fourth quarter performance of -21.6% was above the S&P 500 return of -21.9%. Over the past year, the portfolio returned -36.6%, outperforming the index return of -37.0%. The portfolio also outperforms the index over all trailing periods.
- The fund's characteristics are largely similar to those of the benchmark.

**Quarter Ended December 31, 2008**

Equity Portfolios Rhumblin S&P 500	Portfolio		S&P 500		Attribution		
	% Total	Return	% Total	Return	Stock	Sector	Total
Energy	13.38 %	-20.24 %	13.36 %	-20.64 %	0.05	0.00	0.05
Materials	3.32	-30.84	3.37	-31.04	0.01	0.00	0.01
Industrials	11.10	-23.61	11.08	-23.65	0.00	0.00	0.00
Consumer Discretionary	8.65	-22.76	8.48	-22.78	0.00	0.00	0.00
Consumer Staples	12.32	-13.61	12.20	-13.64	0.00	0.01	0.01
Health Care	13.14	-12.05	13.09	-12.06	0.00	0.01	0.01
Financials	15.55	-36.90	15.85	-36.90	0.00	0.04	0.04
Information Technology	15.92	-25.72	15.96	-25.73	0.00	0.00	0.00
Telecom Services	3.08	-1.31	3.05	-1.29	0.00	0.01	0.01
Utilities	3.55	-10.96	3.56	-10.94	0.00	0.00	0.00
	<b>100.00</b>	<b>-21.84</b>	<b>100.00</b>	<b>-21.98</b>	<b>0.07</b>	<b>0.07</b>	<b>0.14</b>

Trading Effect = [Actual Equity-Only Return -21.61%] - [Buy Hold Return -21.84%] = 0.23%

**Cumulative Performance Results  
Performance Ending December 31, 2008**

	Last Qtr	Last 2 Qtrs	Last 3 Qtrs	Last Year	Last Two Years	Last Three Years	Last Four Years	Last Five Years	Last Seven Years	Last Ten Years
<b>Rhumblin Advisors</b>	-21.6 %	-28.1 %	-30.0 %	-36.6 %	-18.2 %	-8.1 %	-5.0 %	-2.0 %	-1.4 %	-1.3 %
<i>Ranking vs. Equity</i>	31	33	41	41	43	38	54	63	71	80
<b>S&amp;P 500</b>	-21.9	-28.5	-30.4	-37.0	-18.5	-8.3	-5.2	-2.2	-1.5	-1.4
<i>Ranking vs. Equity</i>	38	41	50	49	50	46	62	70	79	85

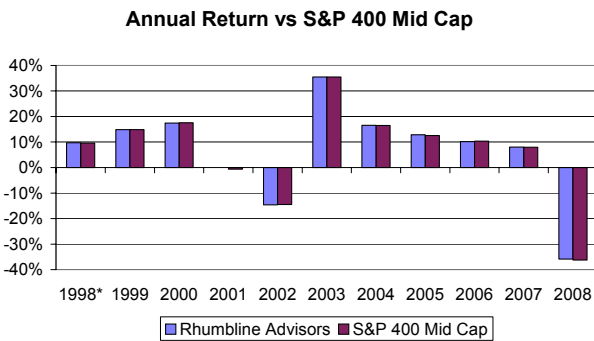
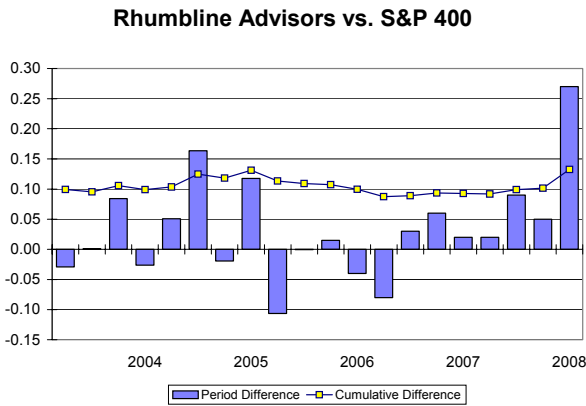
**Calendar Year Performance Results  
Performance Ending December 31, 2008**

	2008	2007	2006	2005	2004	2003	2002	2001	2000	1999
<b>Rhumblin Advisors</b>	-36.6 %	5.6 %	15.9 %	4.9 %	10.9 %	28.6 %	-21.9 %	-11.7 %	-7.4 %	18.1 %
<i>Ranking vs. Equity</i>	41	45	38	69	65	67	57	60	61	57
<b>S&amp;P 500</b>	-37.0	5.5	15.8	4.9	10.9	28.7	-22.1	-11.9	-9.1	21.0
<i>Ranking vs. Equity</i>	49	48	40	70	64	65	63	63	72	47

# Equity Manager Review

## Rhumblin Advisors – S&P 400 Mid Cap

### S&P 400 Mid Cap Benchmark



Portfolio Characteristics	Rhumblin	S&P 400
	S&P 400	S&P 400
Equity Mkt Value	25,750,277	N/A
Wtd. Avg. Cap (\$Bil)	2.37	2.31
Beta	1.21	1.21
Yield (%)	2.18	2.18
P/E Ratio	13.60	13.60
5yr EPS Growth	12.30	12.16

Sector	Rhumblin	S&P 400
	S&P 400	S&P 400
Energy	6.07 %	6.14 %
Materials	6.71	6.78
Industrials	14.58	15.06
Consumer Discretionary	13.88	14.05
Consumer Staples	4.21	4.22
Health Care	11.02	11.04
Financials	22.16	21.13
Information Technology	12.33	12.51
Telecom Services	0.58	0.58
Utilities	8.46	8.48

\*Not a complete year.

## Comments:

- The Rhumblin Advisors portfolio return of -25.3% was slightly better than the benchmark return of -25.6% for the fourth quarter, but ranked in the 70<sup>th</sup> percentile of equity managers. Over the past year, the portfolio returned -35.9% versus the S&P 400 Index return of -36.2%. Returns exceed those of the benchmark over all periods. Over periods four years and longer, rankings are strong versus active managers.
- The fund's characteristics closely track those of its benchmark.

**Quarter Ended December 31, 2008**

Equity Portfolios Rhumblin S&P 400 MC	Portfolio		S&P 400 Mid Cap		Attribution		
	% Total	Return	% Total	Return	Stock	Sector	Total
Energy	6.99 %	-46.46 %	7.36 %	-46.43 %	0.00	0.17	0.17
Materials	6.94	-31.05	6.93	-30.85	-0.01	0.00	-0.02
Industrials	15.73	-26.52	15.88	-26.16	-0.06	0.04	-0.02
Consumer Discretionary	13.36	-28.26	13.69	-27.83	-0.06	0.09	0.03
Consumer Staples	3.56	-15.86	3.61	-15.61	-0.01	0.01	0.00
Health Care	12.02	-26.71	12.06	-26.78	0.01	0.01	0.02
Financials	19.34	-24.19	19.16	-24.25	0.01	-0.04	-0.03
Information Technology	13.82	-25.00	13.02	-24.08	-0.13	-0.19	-0.32
Telecom Services	0.49	-15.21	0.49	-15.17	0.00	0.00	0.00
Utilities	7.75	-8.78	7.79	-8.79	0.00	0.00	0.00
	<b>100.00</b>	<b>-26.01</b>	<b>100.00</b>	<b>-25.85</b>	<b>-0.25</b>	<b>0.09</b>	<b>-0.16</b>

Trading Effect = [Actual Equity-Only Return -25.28%] - [Buy Hold Return -26.01%] = 0.73%

**Cumulative Performance Results  
Performance Ending December 31, 2008**

	Last Qtr	Last 2 Qtrs	Last 3 Qtrs	Last Year	Last Two Years	Last Three Years	Last Four Years	Last Five Years	Last Seven Years	Last Ten Years
<b>Rhumblin Advisors</b>	-25.3 %	-33.4 %	-29.7 %	-35.9 %	-16.8 %	-8.6 %	-3.7 %	0.1 %	2.2 %	4.6 %
<i>Ranking vs. Equity</i>	70	72	39	35	32	53	33	31	30	28
<b>S&amp;P 400 Mid Cap</b>	-25.6	-33.6	-30.0	-36.2	-17.0	-8.8	-3.8	-0.1	2.1	4.5
<i>Ranking vs. Equity</i>	71	73	42	38	34	55	35	33	32	29

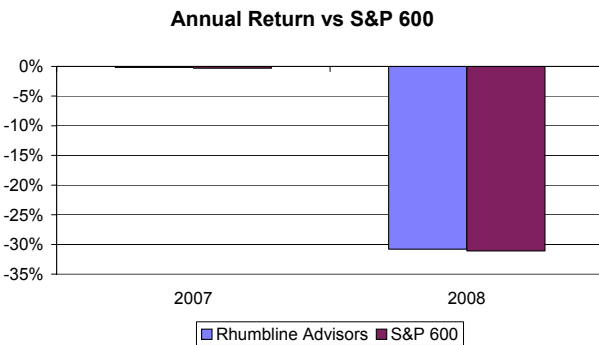
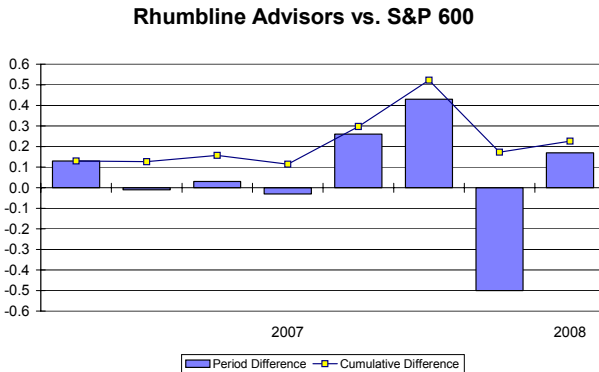
**Calendar Year Performance Results  
Performance Ending December 31, 2008**

	2008	2007	2006	2005	2004	2003	2002	2001	2000
<b>Rhumblin Advisors</b>	-35.9 %	8.0 %	10.2 %	12.9 %	16.5 %	35.5 %	-14.6 %	-0.1 %	17.5 %
<i>Ranking vs. Equity</i>	35	32	72	10	30	35	24	29	14
<b>S&amp;P 400 Mid Cap</b>	-36.2	8.0	10.3	12.6	16.5	35.5	-14.5	-0.6	17.6
<i>Ranking vs. Equity</i>	38	33	72	12	30	35	24	31	14

# Equity Manager Review

## Rhumblin Advisors – S&P 600 Small Cap

### S&P 600 Small Cap Benchmark



Portfolio Characteristics	Rhumblin Advisors	S&P 600
Equity Mkt Value	11,693,167	N/A
Wtd. Avg. Cap (\$Bil)	0.91	0.91
Beta	1.17	1.17
Yield (%)	1.68	1.67
P/E Ratio	14.88	14.86
5yr EPS Growth	11.65	11.88

Sector	Rhumblin Advisors	S&P 600
Energy	4.29 %	4.25 %
Materials	3.87	3.86
Industrials	18.47	18.82
Consumer Discretionary	12.95	13.00
Consumer Staples	3.59	3.53
Health Care	13.80	13.68
Financials	21.34	21.14
Information Technology	15.83	15.97
Telecom Services	0.25	0.20
Utilities	5.62	5.54

#### Comments:

- The Rhumblin Advisors S&P 600 Small Cap Index portfolio returned -25.0% during the fourth quarter, which was slightly better than the S&P 600 Small Cap Index return of -25.2% but ranked in the 68<sup>th</sup> percentile of equity managers. Over the past year, the portfolio's return of -30.8% was better than the S&P 600 return of -31.1% and ranked in the 15<sup>th</sup> percentile. Over the past two years, the portfolio return of -16.9% outperforms the benchmark return of -17.1% and is ranked in the 33<sup>rd</sup> percentile.
- The fund's characteristics closely track those of its benchmark.

**Quarter Ended December 31, 2008**

Equity Portfolios Rhumbline S&P 600 SC	Portfolio		S&P 600		Attribution		
	% Total	Return	% Total	Return	Stock	Sector	Total
Energy	6.55 %	-47.66 %	5.91 %	-47.96 %	0.02	-0.31	-0.29
Materials	3.39	-27.17	3.40	-26.75	-0.01	0.00	-0.01
Industrials	17.53	-20.37	17.75	-20.49	0.02	0.05	0.07
Consumer Discretionary	14.23	-32.62	14.27	-32.75	0.02	0.01	0.03
Consumer Staples	4.10	-18.99	4.10	-19.03	0.00	0.00	0.00
Health Care	13.68	-19.96	13.64	-19.95	0.00	-0.01	-0.01
Financials	19.03	-21.50	19.14	-21.54	0.01	0.02	0.03
Information Technology	15.58	-29.07	15.95	-28.64	-0.07	0.11	0.04
Telecom Services	0.33	-41.70	0.27	-42.95	0.00	-0.03	-0.02
Utilities	5.58	-8.66	5.57	-8.67	0.00	0.00	0.00
	<b>100.00</b>	<b>-25.01</b>	<b>100.00</b>	<b>-24.85</b>	<b>-0.01</b>	<b>-0.15</b>	<b>-0.16</b>

Trading Effect = [Actual Equity-Only Return -25.00%] - [Buy Hold Return -25.01%] = 0.01%

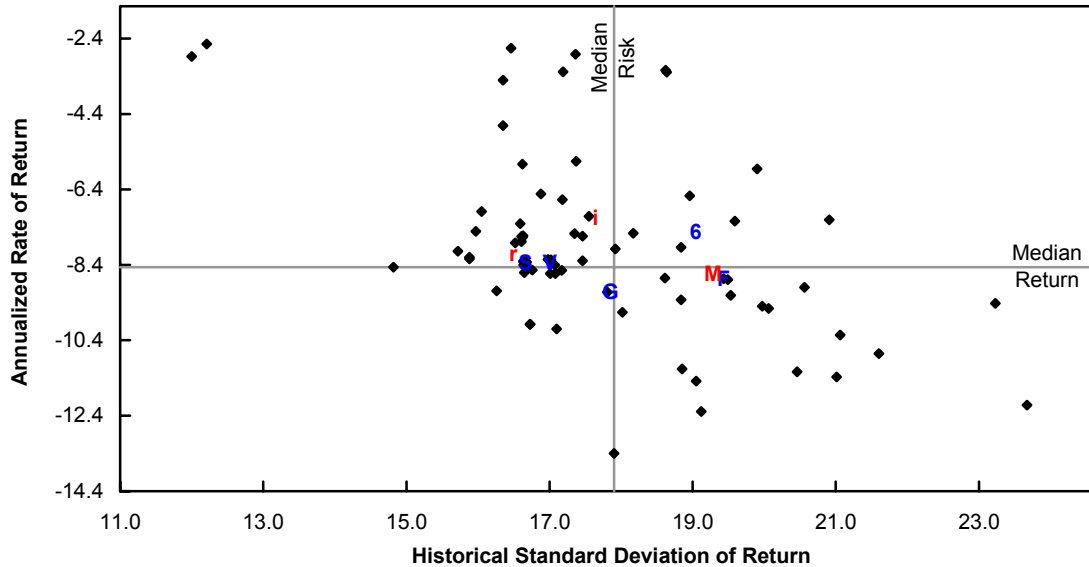
**Cumulative Performance Results  
Performance Ending December 31, 2008**

	Last Qtr	Last 2 Qtrs	Last 3 Qtrs	Last Year	Last Two Years	Last Three Years	Last Four Years	Last Five Years	Last Seven Years	Last Ten Years
<b>Rhumbline Advisors</b>	-25.0 %	-26.0 %	-25.4 %	-30.8 %	-16.9 %	- %	- %	- %	- %	- %
<i>Ranking vs. Equity</i>	68	21	17	15	33	-	-	-	-	-
<b>S&amp;P 600</b>	-25.2	-25.8	-25.5	-31.1	-17.1	-7.5	-3.9	0.9	3.1	5.2
<i>Ranking vs. Equity</i>	69	20	17	16	35	32	36	-3	23	25

**Calendar Year Performance Results  
Performance Ending December 31, 2008**

	<b>2008</b>	<b>2007</b>
<b>Rhumbline Advisors</b>	-30.8 %	-0.2 %
<i>Ranking vs. Equity</i>	15	78
<b>S&amp;P 600</b>	-31.1	-0.3
<i>Ranking vs. Equity</i>	16	78

**Equity Risk/Reward vs. Universe**  
**Total Equity Portfolios**  
*3 Years Ending December 31, 2008*

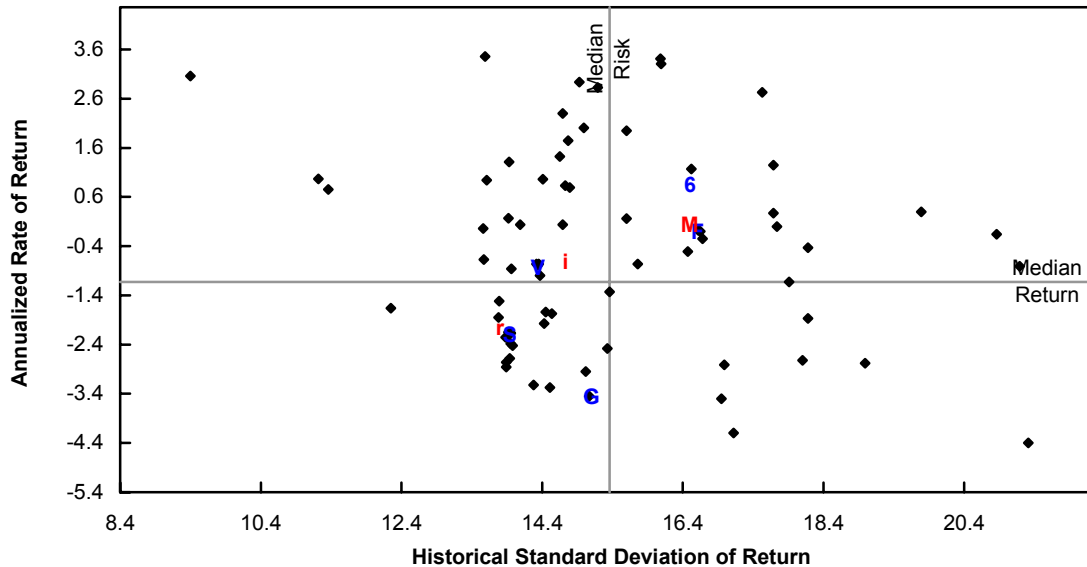


Domestic Equity Manager	Annualized Return	Standard Deviation	Risk/Reward Ratio
ICC Capital ( <b>i</b> )	-7.1 %	17.6 %	-0.63
Rhumbline - S&P 400 MC ( <b>M</b> )	-8.6	19.3	-0.65
Rhumbline - S&P 500 ( <b>r</b> )	-8.1	16.5	-0.73
S&P 500 ( <b>S</b> )	-8.3	16.6	-0.74
Russell 1000® Growth ( <b>G</b> )	-9.1	17.8	-0.73
Russell 1000® Value ( <b>V</b> )	-8.3	17.0	-0.72
S&P 400 Mid Cap ( <b>F</b> )	-8.8	19.4	-0.66
S&P 600 Small Cap ( <b>6</b> )	-7.5	19.0	-0.60
Median Equity Port.	-8.4	17.9	-0.69

*All figures annualized*



**Equity Risk/Reward vs. Universe**  
**Total Equity Portfolios**  
*5 Years Ending December 31, 2008*



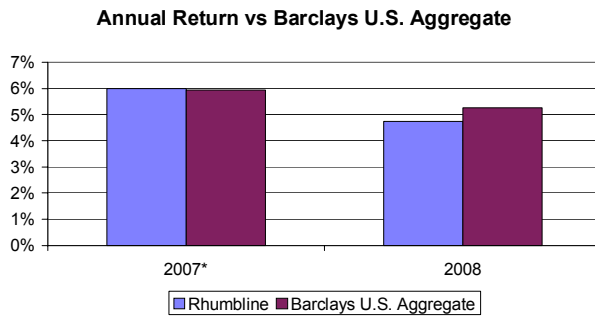
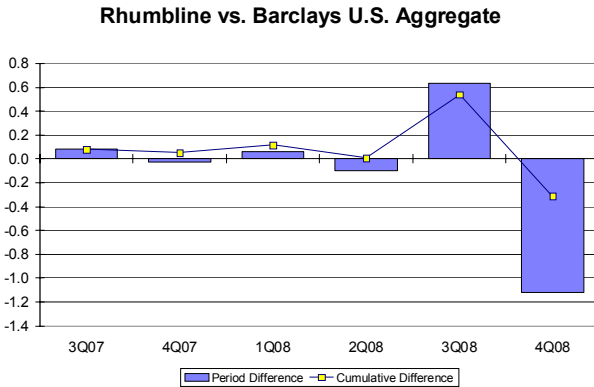
	Annualized Return	Standard Deviation	Risk/Reward Ratio
<b>Domestic Equity Manager</b>			
ICC Capital ( <b>i</b> )	-0.7 %	14.7 %	-0.27
Rhumblin - S&P 400 MC ( <b>M</b> )	0.1	16.5	-0.19
Rhumblin - S&P 500 ( <b>r</b> )	-2.0	13.8	-0.38
S&P 500 ( <b>S</b> )	-2.2	13.9	-0.39
Russell 1000® Growth ( <b>G</b> )	-3.4	15.1	-0.44
Russell 1000® Value ( <b>V</b> )	-0.8	14.3	-0.28
S&P 400 Mid Cap ( <b>F</b> )	-0.1	16.6	-0.20
S&P 600 Small Cap ( <b>6</b> )	0.9	16.5	-0.14
Median Equity Port.	-1.1	15.3	-0.28

*All figures annualized*

# Domestic Fixed Income Manager Review

## Rhumblin Advisors – Barclays U.S. Aggregate

### Barclays U.S Aggregate Benchmark



Portfolio Characteristics	Rhumblin	Barclays Aggregate
Mkt Value	60,876,721	N/A
Eff Duration (Yrs.)	4.0	3.7
Wtd Avg. Yield (%)	5.5	4.0
Wtd Avg. Coupon (%)	5.2	5.3
Maturity	5.4	5.5
Quality	AAA	AA1/AA2

Sector	Rhumblin	BC Aggregate
Corporate	15.9 %	17.7 %
Government	36.4	38.6
Mortgage	36.4	39.6
Foreign	3.0	0.0
Other	7.1	4.1
Cash	1.3	0.0

Quality	Rhumblin	BC Aggregate
Govt/Agency	74.1 %	0.0 %
AAA	8.5	80.9
AA	3.4	3.1
A	7.3	9.3
BBB	5.7	6.7
BB	0.5	0.0
Less than BB	0.0	0.0
Not Rated	0.5	0.0
Other	0.0	0.0

\*Not a complete year.

#### Comments:

- The Rhumblin bond fund returned 3.5% for the fourth quarter, which underperformed the Barclays U.S. Aggregate return of 4.6% but ranked in the 45<sup>th</sup> percentile of fixed income portfolios. The underperformance is largely attributable to the fund's poor performance in December; the fund returned 2.6% vs. the index return of 3.7%. Sampling resulted in underperformance in all 3 sectors of the fixed income market - securitized issues, government related and corporates. The government related sector contributed 39 bps, the securitized issues 30 bps and corporates 33 bps to the month's underperformance.
- Over the past year, the fund underperformed its benchmark with a return of 4.7%, versus 5.2% but ranked in the 40<sup>th</sup> percentile.
- The fund's sector weightings are close to those its benchmark, as expected. The sector allocation to corporate securities, government bonds and mortgage securities are slightly underweighted. There is an overweight sector allocation to foreign bonds, cash and to the CMBS/ABS sector ("Other").

**Cumulative Performance Results**  
**Performance Ending December 31, 2008**

	<b>Last Qtr</b>	<b>Last 2 Qtrs</b>	<b>Last 3 Qtrs</b>	<b>Last Year</b>	<b>Last Two Years</b>	<b>Last Three Years</b>	<b>Last Four Years</b>	<b>Last Five Years</b>	<b>Last Seven Years</b>	<b>Last Ten Years</b>
<b>Rhumblin Advisors</b>	3.5 %	3.6 %	2.4 %	4.7 %	- %	- %	- %	- %	- %	- %
<i>Ranking vs. Fixed Income</i>	45	31	38	40	-	-	-	-	-	-
<b>Barclays U.S. Aggregate</b>	4.6	4.1	3.0	5.2	6.1	5.5	4.7	4.7	5.4	5.6
<i>Ranking vs. Fixed Income</i>	31	27	29	32	39	41	42	41	41	44

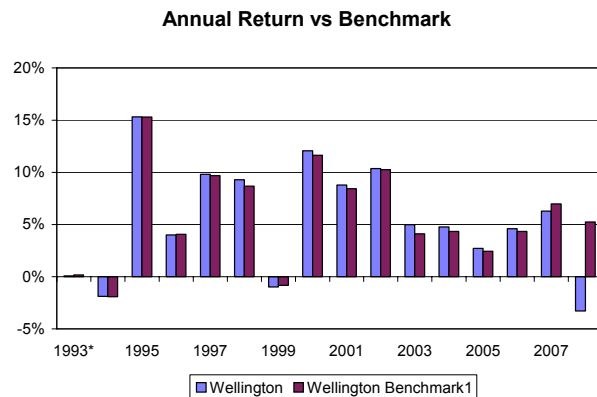
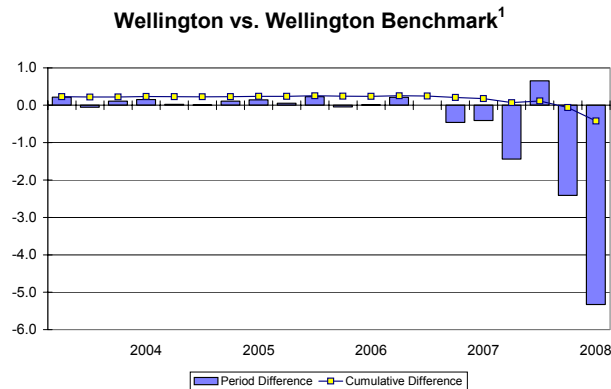
**Calendar Year Performance Results**  
**Performance Ending December 31, 2008**

	<b>2008</b>
<b>Rhumblin Advisors</b>	4.7 %
<i>Ranking vs. Fixed Income</i>	40
<b>Barclays U.S. Aggregate</b>	5.2
<i>Ranking vs. Fixed Income</i>	32

# Domestic Fixed Income Manager Review

## Wellington Management

### Wellington Benchmark<sup>1</sup>



\*Not a complete year.

Portfolio Characteristics	Wellington Mgmt.	Wellington Benchmark <sup>1</sup>
Mkt Value	62,089,272	N/A
Eff Duration (Yrs.)	3.5	3.7
Wtd Avg. Yield (%)	5.8	4.0
Wtd Avg. Coupon (%)	5.0	5.3
Maturity	5.1	5.5
Quality	Aa1/AA+	AA1/AA2
Sector	Wellington Mgmt.	Wellington Benchmark <sup>1</sup>
Corporate	22.0 %	17.7 %
Government	14.3	38.6
Mortgage	52.7	39.6
Foreign	0.4	0.0
Other	10.1	4.1
Cash	0.5	0.0
Quality	Wellington Mgmt.	Wellington Benchmark <sup>1</sup>
Govt/Agency	0.0 %	0.0 %
AAA	76.8	80.9
AA	0.7	3.1
A	10.8	9.3
BBB	10.2	6.7
BB	0.0	0.0
Less than BB	0.0	0.0
Not Rated	1.5	0.0
Other	0.0	0.0

### Comments:

- The Wellington Management bond portfolio returned -0.8% in the fourth quarter, significantly lower than the 4.6% return of the Barclays U.S. Aggregate Index and ranked in the 77<sup>th</sup> percentile of fixed income managers. The portfolio's overweight to the CMBS and ABS sectors, its exposure to non-agency mortgages and security selection within the credit sector detracted significantly from results. The portfolio also trails the benchmark over all longer time periods.
- The portfolio is significantly underweighted in Government securities and overweighted in Mortgage and Corporate securities. The allocation to "Other" securities includes commercial mortgage-backed and asset-backed securities.
- The Aa1/AA+ quality of the portfolio is comparable to that of its benchmark.
- The yield is higher and the coupon of the portfolio is lower than that of the benchmark.
- A conference call will be held with the portfolio manager and a summary of the call will be presented to the Board.

**Cumulative Performance Results**  
**Performance Ending December 31, 2008**

	<b>Last Qtr</b>	<b>Last 2 Qtrs</b>	<b>Last 3 Qtrs</b>	<b>Last Year</b>	<b>Last Two Years</b>	<b>Last Three Years</b>	<b>Last Four Years</b>	<b>Last Five Years</b>	<b>Last Seven Years</b>	<b>Last Ten Years</b>
<b>Wellington Mgmt.</b>	-0.8 %	-3.6 %	-4.0 %	-3.3 %	1.4 %	2.4 %	2.5 %	3.0 %	4.3 %	4.9 %
<i>Ranking vs. Fixed Income</i>	77	80	80	85	85	84	84	84	76	75
<b>Wellington Benchmark<sup>1</sup></b>	4.6	4.1	3.0	5.2	6.1	5.5	4.7	4.7	5.4	5.6
<i>Ranking vs. Fixed Income</i>	31	27	29	32	39	41	42	41	41	44

**Calendar Year Performance Results**  
**Performance Ending December 31, 2008**

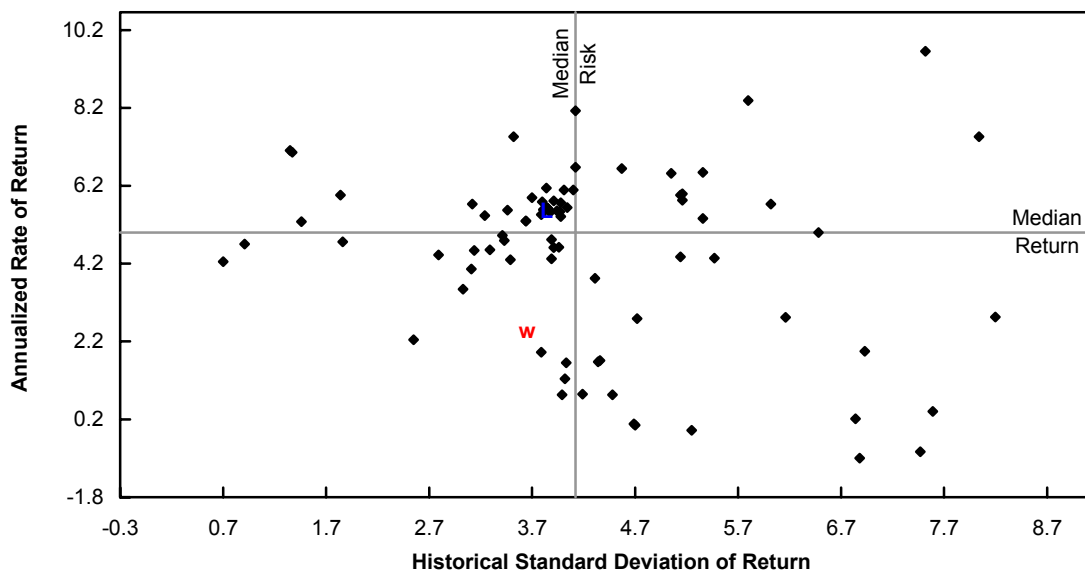
	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>2004</b>	<b>2003</b>	<b>2002</b>	<b>2001</b>	<b>2000</b>	<b>1999</b>
<b>Wellington Mgmt.</b>	-3.3 %	6.3 %	4.6 %	2.7 %	4.8 %	5.0 %	10.4 %	8.8 %	12.1 %	-1.0 %
<i>Ranking vs. Fixed Income</i>	85	53	45	38	38	40	23	33	25	73
<b>Wellington Benchmark<sup>1</sup></b>	5.2	7.0	4.3	2.4	4.3	4.1	10.3	8.4	11.6	-0.8
<i>Ranking vs. Fixed Income</i>	32	40	59	53	51	62	25	44	36	69

<sup>1</sup>**Wellington Benchmark** for periods up to and including 1<sup>st</sup> quarter 1997 is the Barclays Intermediate Gov't/Corp. Bond Index, for subsequent periods, it is the Barclays U.S. Aggregate Bond Index.

## Fixed Income Risk/Reward vs. Universe

### Total Fixed Income Portfolios

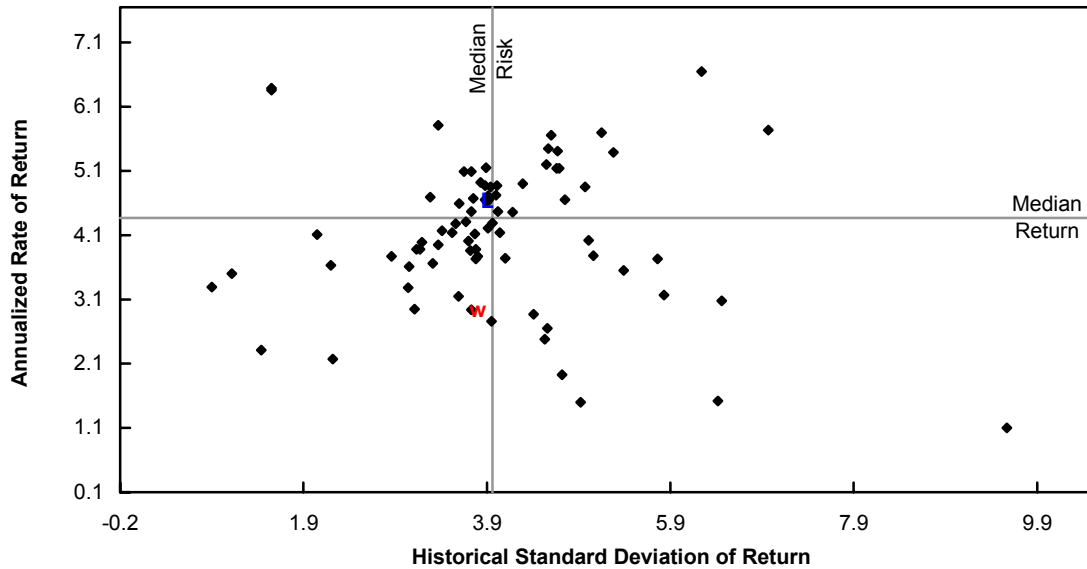
3 Years Ending December 31, 2008



	Annualized Return	Standard Deviation	Risk/Reward Ratio
Domestic Bond Managers			
Wellington Mgmt. ( <b>w</b> )	2.4 %	3.7 %	-0.42
Barclays U.S. Aggregate ( <b>L</b> )	5.5	3.8	0.40
Median Bond Portfolio	5.0	4.1	0.25

*All figures annualized*

**Fixed Income Risk/Reward vs. Universe**  
**Total Fixed Income Portfolios**  
*5 Years Ending December 31, 2008*



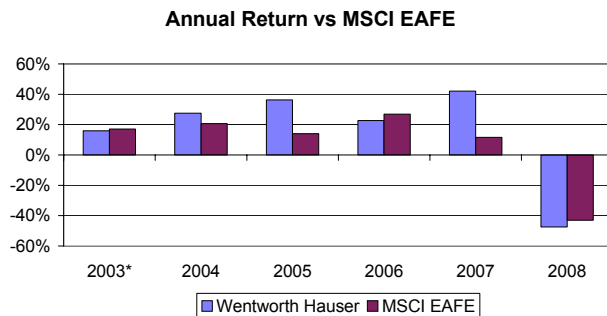
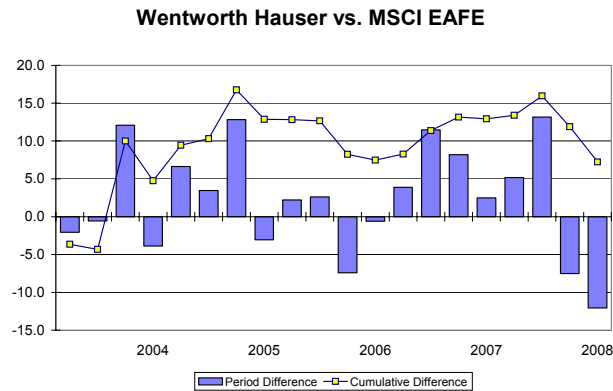
	Annualized Return	Standard Deviation	Risk/Reward Ratio
Domestic Bond Managers			
Wellington Mgmt. ( <b>W</b> )	3.0 %	3.8 %	-0.08
Barclays U.S. Aggregate ( <b>L</b> )	4.7	3.9	0.36
Median Bond Portfolio	4.4	3.9	0.29

*All figures annualized*

# International Equity Manager Review

## Wentworth Hauser

### MSCI EAFE Benchmark



\*Not a complete year.

Portfolio Characteristics	Wentworth Hauser	MSCI EAFE
Intl Eq Mkt Val	21,835,920	N/A

Sector	Wentworth Hauser	MSCI EAFE
Pacific Ex Japan	6.3	9.1
Japan	0.0	25.3
Europe	21.6	45.7
United Kingdom	16.1	20.2
Other	50.7	0.0
Emerging Markets	5.3	0.0

#### Comments:

- The Wentworth Hauser portfolio returned -32.0% during the fourth quarter, significantly below the MSCI EAFE return of -19.9% and ranked in the 93<sup>rd</sup> percentile of international equity portfolios. In the past year, the portfolio returned -47.5% versus -43.1% for the index. The portfolio outperformed the index for all periods longer than one year and ranked in the top decile of the international equity universe for trailing time periods, four years and longer.
- The fund is underweighted in all EAFE sectors. The fund has a 5.3% allocation to Emerging Markets, relative to its benchmark allocation of 0.0% and the “Other” category, which includes Bermuda, Canada, Cayman Islands and the United States, represents 50.7% of the portfolio vs. 0.0% for the Index.
- Country allocation decisions boosted performance but stock selection decisions detracted significantly from performance in the fourth quarter. Stock selection was particularly weak in the United States. Country allocation decisions were beneficial in Brazil and the United States. Trading had a modest negative impact this quarter.
- A meeting with Wentworth Hauser will be held prior to the Board meeting.



### Quarter Ended December 31, 2008

Int'l Equity Portfolios Wentworth	Portfolio		MSCI EAFE		Attribution		
	% Total	Return	% Total	Return	Stock	Country	Total
Australia	6.28 %	-17.48 %	6.30 %	-26.41 %	0.56	0.00	0.56
Austria	0.00	0.00	0.46	-41.13	0.00	0.10	0.10
Belgium	0.00	0.00	0.90	-38.17	0.00	0.16	0.16
Bermuda	0.00	0.00	0.07	-53.47	0.00	0.02	0.02
Brazil	5.32	-35.30	0.00	0.00	-1.88	1.06	-0.82
Canada	2.88	-37.98	0.00	0.00	-1.09	0.57	-0.52
Cayman Islands	0.00	0.00	0.05	-15.79	0.00	0.00	0.00
Channel Islands	0.00	0.00	0.02	-51.37	0.00	0.01	0.01
Denmark	0.00	0.00	0.96	-28.03	0.00	0.08	0.08
Estonia	0.00	0.00	0.02	0.00	0.00	0.00	0.00
Finland	0.00	0.00	1.41	-20.16	0.00	0.00	0.00
France	3.68	-23.60	10.37	-19.18	-0.16	-0.05	-0.21
Germany	5.01	-11.07	9.02	-20.87	0.49	0.04	0.53
Greece	0.00	0.00	0.65	-40.97	0.00	0.14	0.14
Hong Kong	0.00	0.00	2.02	-18.79	0.00	-0.02	-0.02
Ireland	0.00	0.00	0.41	-39.82	0.00	0.08	0.08
Isle of Man	0.00	0.00	0.01	-1.86	0.00	0.00	0.00
Italy	0.00	0.00	3.73	-23.05	0.00	0.12	0.12
Japan	0.00	0.00	22.14	-9.03	0.00	-2.40	-2.40
Luxembourg	2.57	-43.01	0.52	-45.35	0.06	-0.52	-0.46
Netherlands	3.22	-11.82	2.70	-22.58	0.35	-0.01	0.33
New Zealand	0.00	0.00	0.10	-23.87	0.00	0.00	0.00
Norway	0.00	0.00	0.79	-38.54	0.00	0.15	0.15
Portugal	0.00	0.00	0.30	-19.73	0.00	0.00	0.00
Scotland	0.00	0.00	0.29	-24.09	0.00	0.01	0.01
Singapore	0.00	0.00	1.15	-26.24	0.00	0.07	0.07
Spain	0.00	0.00	4.26	-16.78	0.00	-0.13	-0.13
Sweden	0.00	0.00	2.08	-25.35	0.00	0.11	0.11
Switzerland	7.11	-7.70	7.77	-12.73	0.36	-0.05	0.31
United Kingdom	16.14	-34.12	21.67	-26.22	-1.28	0.35	-0.92
United States	47.79	-40.25	0.13	-17.23	-11.00	1.27	-9.74
	<b>100.00</b>	<b>-32.27</b>	<b>100.00</b>	<b>-19.89</b>	<b>-13.59</b>	<b>1.15</b>	<b>-12.44</b>

Trading Effect = [Actual Equity-Only Return -32.45%] - [Buy Hold Return -32.27%] = -0.18%

### Cumulative Performance Results Performance Ending December 31, 2008

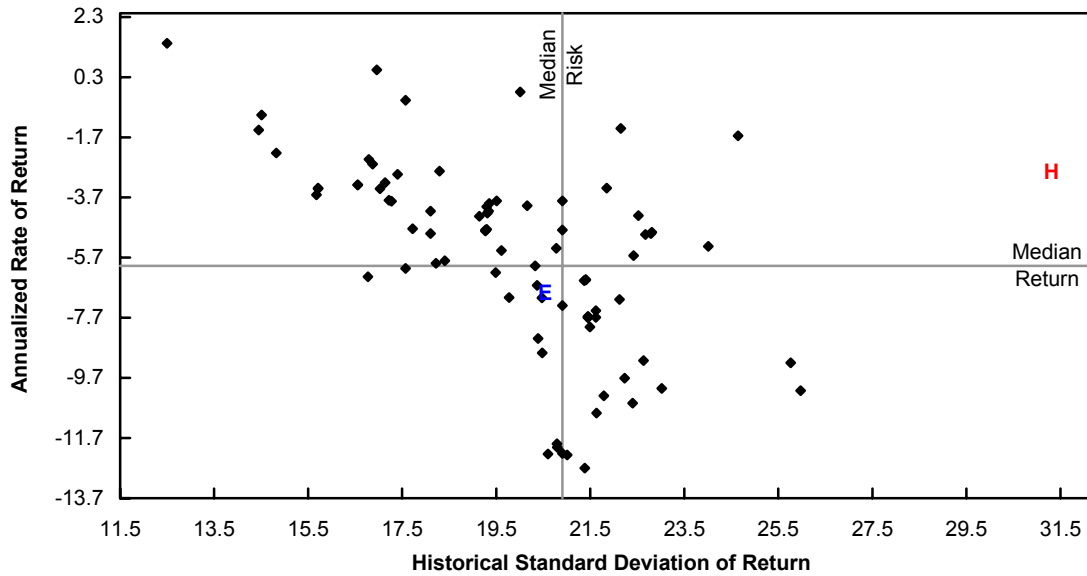
	Last Qtr	Last 2 Qtrs	Last 3 Qtrs	Last Year	Last Two Years	Last Three Years	Last Four Years	Last Five Years	Last Seven Years	Last Ten Years
<b>Wentworth Hauser</b>	-32.0 %	-51.0 %	-45.5 %	-47.5 %	-13.7 %	-2.9 %	5.7 %	9.7 %	- %	- %
<i>Ranking vs. Int'l Equity</i>	93	93	85	76	10	18	6	8	-	-
<b>MSCI EAFE</b>	-19.9	-36.3	-37.6	-43.1	-20.3	-6.9	-2.1	2.1	3.9	1.2
<i>Ranking vs. Int'l Equity</i>	37	40	43	45	56	56	69	73	80	91

### Calendar Year Performance Results Performance Ending December 31, 2008

	2008	2007	2006	2005	2004
<b>Wentworth Hauser</b>	-47.5 %	42.0 %	22.7 %	36.3 %	27.5 %
<i>Ranking vs. Int'l Equity</i>	76	3	69	4	7
<b>MSCI EAFE</b>	-43.1	11.6	26.9	14.0	20.7
<i>Ranking vs. Int'l Equity</i>	45	52	36	59	36

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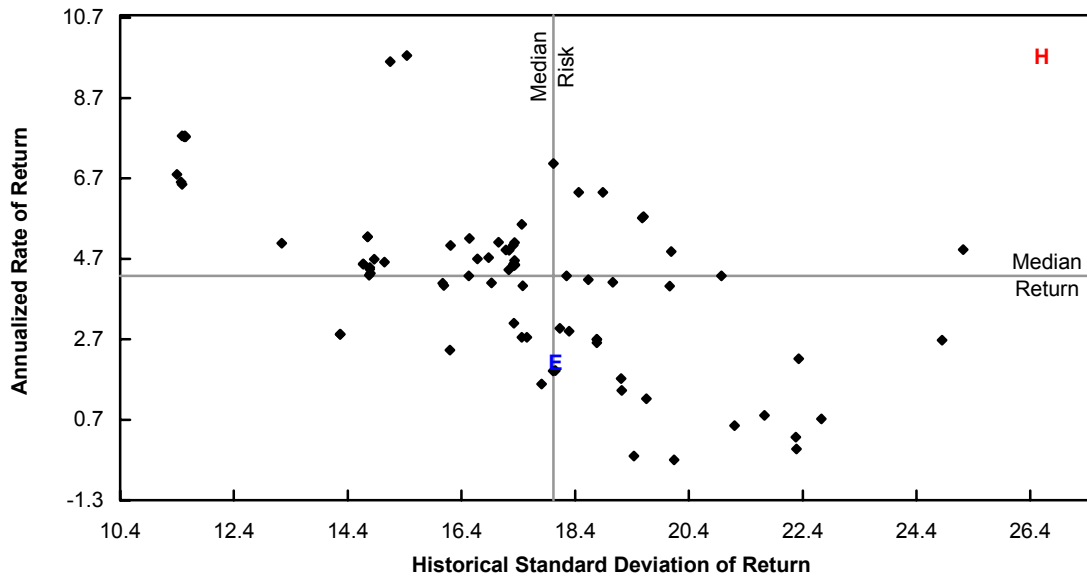
**International Equity Risk/Reward vs. Universe**  
**Total International Equity Portfolios**  
*3 Years Ending December 31, 2008*



	Annualized Return	Standard Deviation	Risk/Reward Ratio
International Equity Managers			
Wentworth Hauser ( <b>H</b> )	-2.9 %	31.3 %	-0.22
MSCI EAFE ( <b>E</b> )	-6.9	20.6	-0.53
Median Int'l Equity Portfolio	-6.0	20.9	-0.48

*All figures annualized*

**International Equity Risk/Reward vs. Universe**  
**Total International Equity Portfolios**  
*5 Years Ending December 31, 2008*



	Annualized Return	Standard Deviation	Risk/Reward Ratio
International Equity Managers			
Wentworth Hauser ( <b>H</b> )	9.7 %	26.6 %	0.24
MSCI EAFE ( <b>E</b> )	2.1	18.0	-0.06
Median Int'l Equity Portfolio	4.3	18.0	0.06

*All figures annualized*

## **V - Appendix**

### **Description of Managers' Investment Philosophy, Process & Style**

#### **ICC Capital Management**

Core Value Equity portfolios are constructed utilizing a quantitative, top-down analysis of the economy and capital markets in order to identify attractive market sectors within which to invest. Their investment process is driven by an internal multi-factor model, which compiles fundamental and technical data on a universe of stocks comprised of the S&P 500 Index. This data is gathered and analyzed on a weekly basis and is utilized to rank broad market sectors and individual securities according to relative attractiveness. This quantitative ranking process screens broad market sectors and individual securities according to key factors which measure relative valuation, earnings momentum, and technical strength.

The first step in their portfolio construction process is to determine appropriate sector allocations relative to a benchmark index. This is accomplished through the analysis of general market and macroeconomic conditions in order to identify key turning points in economic and market trends. Once inflection points have been identified, their primary strategy is to over/under weight specific market sectors ahead of momentum investors. The internal quantitative model signals these turning points by compiling a relative ranking of each economic sector according to its fundamental and technical strength. When relative strength within a particular sector is identified by the model, they will overweight that sector relative to the benchmark index. Conversely, when relative weakness is identified, the strategy is to underweight that sector relative to the benchmark index. These active sector bets are the key driver of performance in the Core Value Equity product.

Once sector allocations have been determined, the analysis turns to the individual security level where they rely on their multi-factor model to objectively compile and sort data on a universe of stocks comprised of the S&P 500 Index. Each individual company in the universe is ranked according to valuation, earnings momentum and technical factors and the factor scores are aggregated into an overall relative security rating. Buy candidates are identified as those securities which have strong overall rankings in their model and whose relative rankings exhibit upward movement in several of the specific factors analyzed. Securities are considered sell candidates when their overall ranking or relative ranking in specific factors consistently falls in our weekly analysis, such a drop typically identifies deteriorating fundamentals or overvaluation in specific securities. Of the 500 securities analyzed, they select approximately 45-55 names for inclusion into their Core Value Equity portfolios.

#### **RhumbLine Advisers S&P 500 Index**

RhumbLine initially managed the portfolio construction process by screening the stocks and eliminating those which do not have an acceptable quality rating by Value Line or Standard & Poor's, as well as companies not domestically domiciled. The screening excludes approximately 70 securities from the High Grade Index. This version of the Index was converted to a fully-replicating Index Fund in the 1<sup>st</sup> quarter of 2000.

To minimize tracking error, RhumbLine frequently rebalances the portfolio. There are three events which will trigger rebalancing. These events are:

- Cash accumulates to 1% of the assets
- Changes in the benchmark securities or restricted list
- Major market changes

This policy results in portfolio rebalancing as often as each week, and no less often than each quarter. Each time this "micro-rebalancing" occurs, a list of required buys and sells, with acceptable alternative trades is produced which will bring the portfolio back into compliance with the S&P 500 Index. Typically, these trades represent less than 10% of the individual names in the portfolio, with less than 5% of the available assets. Historically, turnover has averaged less than 6%. In addition to frequent portfolio rebalancing, daily industry-sector weighting reports are reviewed to assure the portfolio is replicating risk and return characteristics of the S&P 500 Index.

#### **RhumbLine Advisers S&P 400 Mid Cap Index**

The portfolio for the Rhumbline S&P 400 Mid-Cap Index Fund has a construction and management process similar to that of the S&P 500 Index Fund. The methodology is a combination of a replication and stratification sampling process. The portfolio will hold approximately 375 issues. About 95% of the index, or 320 of the largest stocks in the index, are held in replicating weights. The remaining 5% are sampled; approximately 54 out of 80 stocks are held at weights of 0.10%. The sampled stocks are chosen so that industry weights of the index match industry weights of the portfolio.

#### **RhumbLine Advisers S&P 600 Small Cap Index**

The portfolio for the Rhumbline S&P 600 Small-Cap Index Fund has a construction and management process similar to that of the S&P 500 Index Fund. The fund consists of 600 small-cap stocks trading in the U.S with a market capitalization range between \$250 million to \$900 million. This represents approximately 3% of the domestic equity universe. The Fund has an annual turnover rate of 8 – 10%.

#### **RhumbLine Advisers Barclays U.S. Aggregate Index**

The RhumbLine investment team utilizes fixed income investment modeling technology to build and maintain the Core Bond Pooled Index Fund. As the objective of the Fund is to track the risk and return characteristics of the Barclays U.S. Aggregate Bond Index, all investment decisions are made with that as the primary goal. The benchmark has more than 6,000 fixed income instruments to select from so their process incorporates both optimization and stratified sampling in managing the Fund. Other analytical tools are utilized to evaluate fundamental credit research, market analysis of supply and demand and security structure analysis.

#### **Wellington Management Company**

Wellington Management Company manages a Barclays U.S. Aggregate-based fixed income portfolio for the Miami Beach Employees' Retirement Plan. The objective of the portfolio strategy is to exceed the return of the Barclays U.S. Aggregate Total Bond Index through investments in intermediate and longer maturity, investment grade fixed income securities. Average maturity of the bond portfolios is typically between 8 and 12 years. Average duration ranges from 4 to 6 years, depending on the firm's interest rate outlook.

Aggregate Bond portfolios typically emphasize corporate and mortgage securities over government and agency securities. The actual weighting of corporate and mortgage securities is a function of yield spreads and the firm's market outlook. Portfolio yield tends to be slightly higher than the Barclays U.S. Aggregate Bond Index, while quality is typically slightly lower due to the emphasis on corporate issues.

The maturity/duration strategy decision is based on both macroeconomic data and bond market indicators. Changes in portfolio strategy normally occur slowly, rather than in sudden, large shifts. Wellington's strategic approach is somewhat contrarian; they tend to gradually increase portfolio duration as rates rise and vice versa.

Bond sector strategies focus on relative value and yield spreads across security types and among quality, issuer and industry sectors. Analysis of historical yield spreads is also used in establishing the sector strategy. Additionally, quality yield spreads are monitored for swap opportunities.

The Bond strategy is supported by two groups within the company which supply fundamental and valuation information on two of the major domestic market sectors. These groups are the Mortgage Backed Strategy Group, and the Credit Screening Group.

Wellington's corporate bond research effort is distinctive in that it focuses on avoiding down-gradings as well as on evaluating default risk. The fixed income research effort results in a Bond Universe of issuers pre-approved for purchase. Only securities issued by companies on the Bond Universe list may be included in the portfolio. The Bond Universe includes approximately 350 corporate debt issuers selected out of 700 investment grade bond issuers who have at least \$50 million of public debt outstanding.

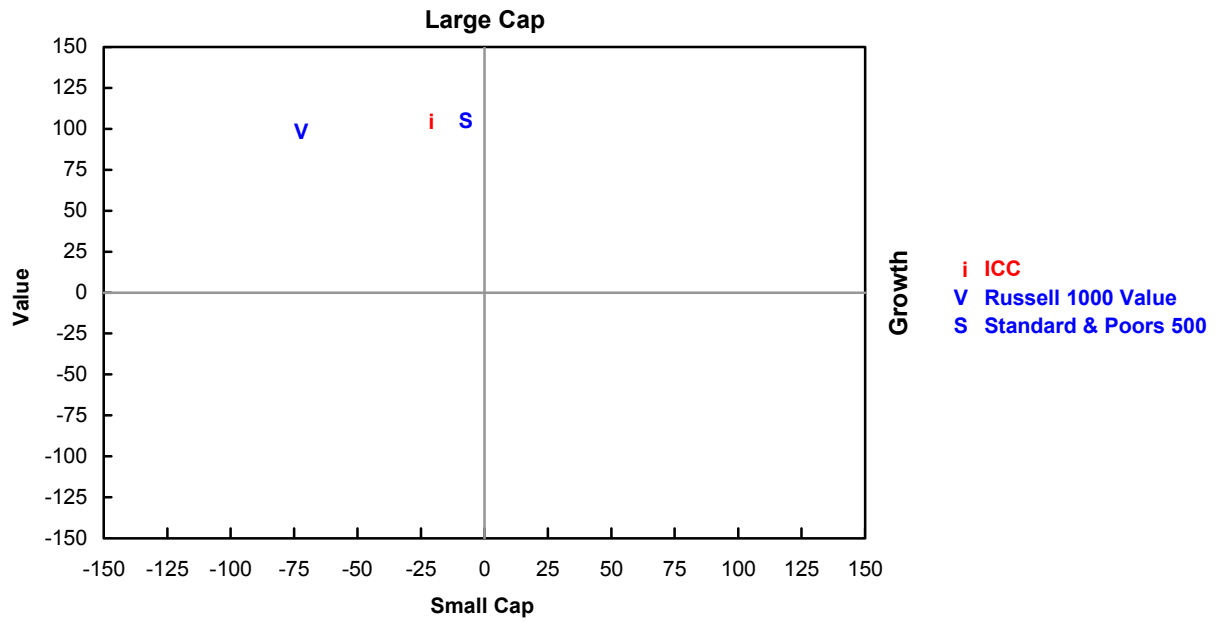
#### **Wentworth, Hauser & Violich**

The firm provides an ADR-based product with a growth equity bias. Portfolios are managed by a three person team located in San Francisco. The portfolio manager spends approximately 25% of his time also managing domestic small cap portfolios. Portfolios are comprised of ADR securities and stocks of firms domiciled outside the United States, but have registered their securities to trade on the domestic exchanges.

The investment process is top-down oriented. Emphasis is placed on investing in the proper industry and sectors that are expected to outperform. Aggressive sector allocation changes may occur based on research conclusions. Physical location of countries represented in the portfolio varies significantly from that of the index. Industry and sector weights also vary significantly. Portfolios currently hold approximately 33 securities. Annual turnover is approximately 30-35%.

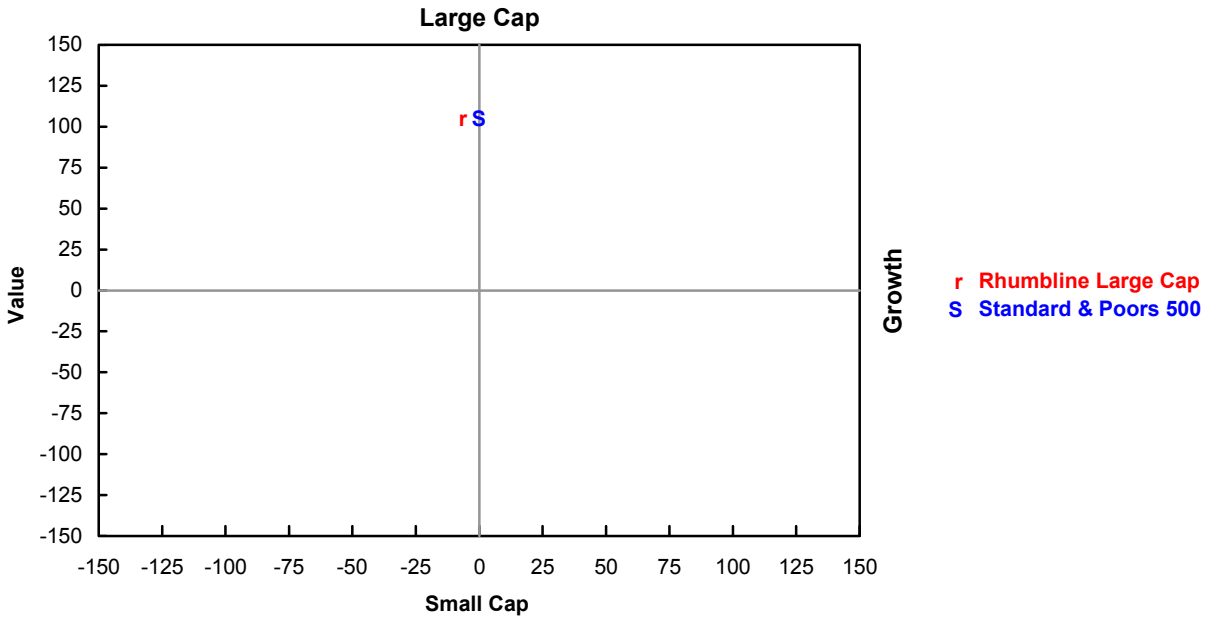
# Equity Style Map

As of December 31, 2008

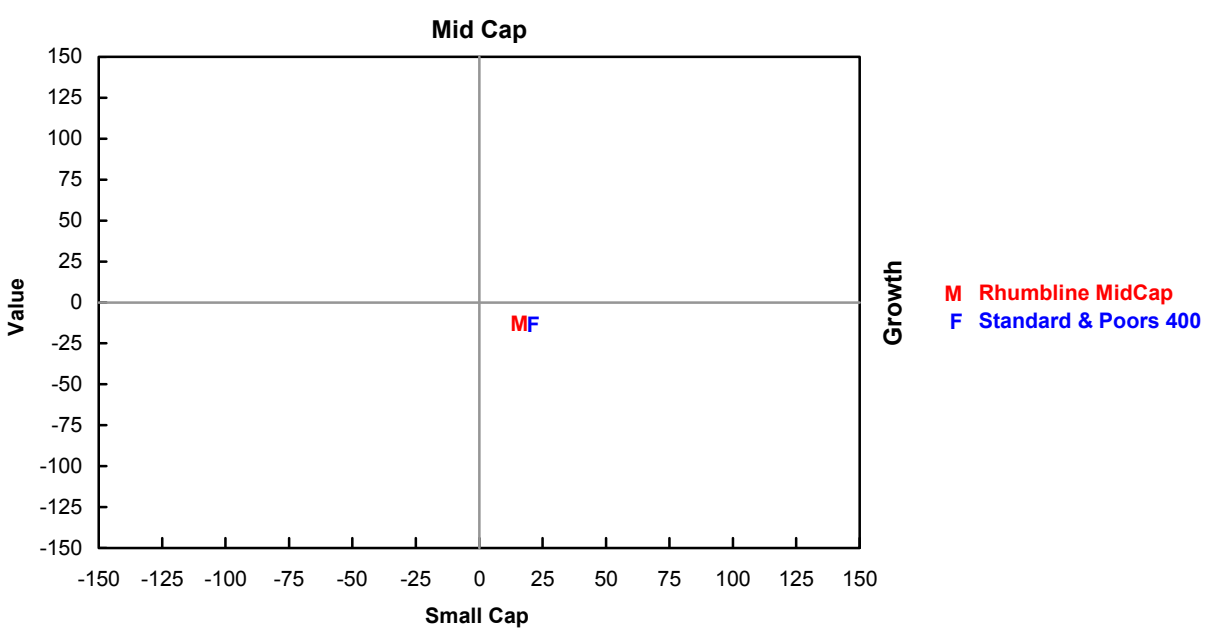




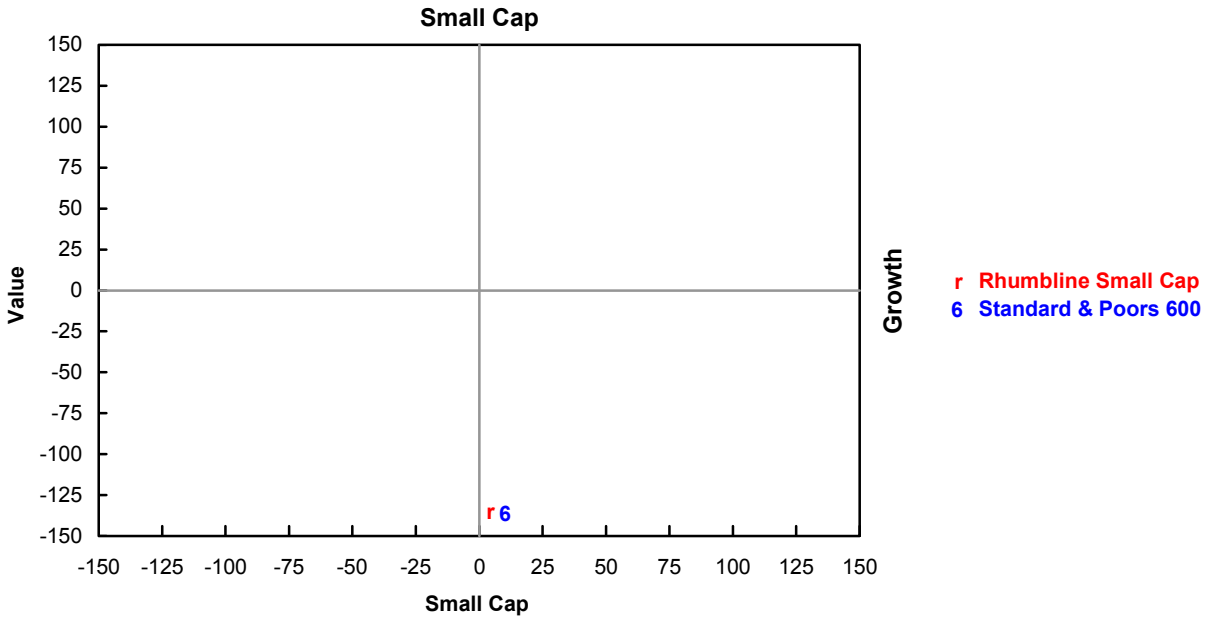
**Equity Style Map (Con't)**  
**As of December 31, 2008**



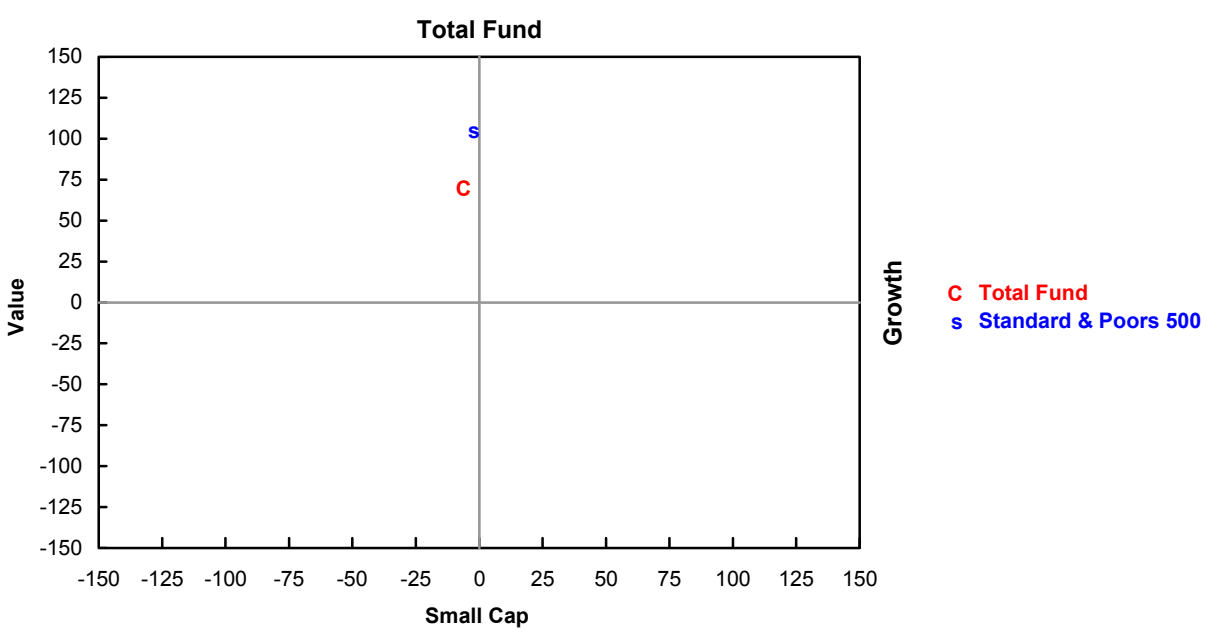
**Equity Style Map (Con't)**  
**As of December 31, 2008**



**Equity Style Map (Con't)**  
**As of December 31, 2008**



**Equity Style Map (Con't)**  
**As of December 31, 2008**



## Equity Portfolio Profile Report

### As of December 31, 2008

	ICC Capital 12/31/2008	Rhumblin S&P 500 12/31/2008	Rhumblin S&P 400 Mid Cap 12/31/2008	Rhumblin S&P 600 Small Cap 12/31/2008	Total Equity 12/31/2008
Equity Market Value	37,676,811	90,493,677	25,750,277	11,693,167	165,613,931
Beta	1.03	1.00	1.21	1.17	1.05
Yield	3.32	3.00	2.18	1.68	2.84
P/E Ratio	10.80	11.55	13.60	14.88	11.86
Standard Error	1.39	0.88	2.76	4.54	1.21
R2	0.96	0.98	0.90	0.75	0.97
Wtd Cap Size (\$Mil)	66,094.33	79,781.48	2,370.97	910.10	58,847.25
Med Cap Size (\$Mil)	18,203.85	6,772.49	1,623.08	458.44	1,416.34
Number of Holdings	55	498	399	597	1,504
<b>Economic Sectors</b>					
Energy	9.49	13.30	6.07	4.29	10.67
Materials	5.39	2.92	6.71	3.87	4.14
Industrials	12.67	11.78	14.58	18.47	12.89
Consumer Discretionary	12.30	8.19	13.88	12.95	10.35
Consumer Staples	7.27	12.84	4.21	3.59	9.58
Health Care	11.68	14.66	11.02	13.80	13.35
Financials	14.48	13.17	22.16	21.34	15.44
Information Technology	17.11	15.19	12.33	15.83	15.23
Telecom Services	4.43	3.83	0.58	0.25	3.21
Utilities	5.18	4.13	8.46	5.62	5.14

## Equity Portfolio Profile Report (Con't)

### As of December 31, 2008

	<b>Russell 1000® Value 12/31/2008</b>	<b>S&amp;P 500 Cap Wtd 12/31/2008</b>	<b>S&amp;P 400 Mid Cap 12/31/2008</b>	<b>S&amp;P 600 Small Cap 12/31/2008</b>	<b>Russell 3000® 12/31/2008</b>
Equity Market Value	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Beta	0.94	1.00	1.21	1.50	1.04
Yield	3.80	2.99	2.18	1.67	2.79
P/E Ratio	11.01	11.56	13.60	14.86	12.07
Standard Error	1.82	0.93	2.75	4.55	1.08
R2	0.92	0.98	0.90	0.75	0.98
Wtd Cap Size (\$Mil)	87,768.91	79,476.73	2,313.27	906.12	67,015.21
Med Cap Size (\$Mil)	2,752.53	6,428.29	1,620.04	458.44	575.13
Number of Holdings	650	500	400	600	2,919
<b>Economic Sectors</b>					
Energy	17.17	13.31	6.14	4.25	12.12
Materials	3.01	2.99	6.78	3.86	3.37
Industrials	9.04	11.06	15.06	18.82	11.66
Consumer Discretionary	8.14	8.38	14.05	13.00	9.09
Consumer Staples	9.53	12.85	4.22	3.53	11.33
Health Care	13.26	14.76	11.04	13.68	14.52
Financials	23.74	13.29	21.13	21.14	14.54
Information Technology	2.67	15.30	12.51	15.97	15.46
Telecom Services	6.53	3.83	0.58	0.20	3.45
Utilities	6.90	4.23	8.48	5.54	4.45

## Equity Portfolio Profile Report (Con't)

### As of December 31, 2008

	ICC Capital 12/31/2008	Rhumblin S&P 500 12/31/2008	Rhumblin S&P 400 Mid Cap 12/31/2008	Rhumblin S&P 600 Small Cap 12/31/2008	Total Equity 12/31/2008
<b>Beta</b>					
1 0.0 - 0.9	46.51	49.23	29.32	33.53	44.33
2 0.9 - 1.1	10.32	12.74	11.42	12.48	12.02
3 1.1 - 1.3	18.85	15.32	14.95	13.13	15.81
4 1.3 - 1.5	15.53	9.53	14.65	14.49	11.93
5 Above 1.5	8.79	13.17	29.67	26.37	15.91
<b>Dividend Yield</b>					
1 Above 5.0	9.85	14.03	38.42	48.60	19.64
2 3.0 - 5.0	12.84	9.72	14.24	13.94	11.38
3 1.5 - 3.0	28.85	31.68	18.30	15.63	27.79
4 0.0 - 1.5	28.41	29.39	14.84	11.95	25.58
5 0.0	20.05	15.18	14.21	9.88	15.61
<b>P/E Ratio</b>					
1 0.0 - 12.0	51.28	47.15	41.94	36.95	46.42
2 12.0 -20.0	45.22	46.70	33.83	36.20	43.57
3 20.0 -30.0	0.09	3.20	15.59	16.53	5.52
4 30.0 - 150.0	1.34	1.43	7.33	8.75	2.89
5 N/A	2.08	1.51	1.31	1.57	1.60
<b>Capitalization</b>					
1 Above 20.0 (\$Bil)	63.35	67.38	0.00	0.00	50.83
2 10.0 - 20.0	27.94	16.11	0.00	0.00	14.71
3 5.0 - 10.0	7.49	9.86	1.71	0.00	7.36
4 1.0 - 5.0	1.13	6.55	89.58	40.44	21.29
5 0.5 - 1.0	0.00	0.10	7.47	34.62	3.78
6 0.1 - 0.5	0.09	0.01	1.23	24.11	1.98
7 0.0 - 0.1	0.00	0.00	0.00	0.83	0.06
<b>5 Yr Earnings Growth</b>					
N/A	11.37	13.39	17.38	18.45	13.98
2 0.0 -10.0	31.53	24.09	28.01	26.72	26.42
3 10.0 -20.0	23.36	31.08	29.10	31.71	29.24
5 Above 20.0	33.74	31.44	25.52	23.12	30.37

## Equity Portfolio Profile Report (Con't)

### As of December 31, 2008

	<b>Russell 1000® Value 12/31/2008</b>	<b>S&amp;P 500 Cap Wtd 12/31/2008</b>	<b>S&amp;P 400 Mid Cap 12/31/2008</b>	<b>S&amp;P 600 Small Cap 12/31/2008</b>	<b>Russell 3000® 12/31/2008</b>
<b>Beta</b>					
1 0.0 - 0.9	58.73	49.39	29.74	32.93	46.00
2 0.9 - 1.1	11.38	12.05	11.59	12.39	12.17
3 1.1 - 1.3	12.19	15.89	13.98	13.07	15.59
4 1.3 - 1.5	6.22	9.57	14.78	14.81	10.01
5 Above 1.5	11.47	13.11	29.92	26.81	16.22
<b>Dividend Yield</b>					
1 Above 5.0	8.82	14.35	39.09	48.67	20.63
2 3.0 - 5.0	7.89	9.74	14.22	14.10	10.28
3 1.5 - 3.0	24.30	31.88	17.34	15.54	28.97
4 0.0 - 1.5	32.56	28.64	14.91	11.81	25.53
5 0.0	26.43	15.39	14.43	9.88	14.59
<b>P/E Ratio</b>					
1 0.0 - 12.0	51.17	46.94	42.03	37.34	46.67
2 12.0 -20.0	43.60	46.91	33.89	35.85	43.37
3 20.0 -30.0	2.50	3.26	15.51	16.55	5.39
4 30.0 - 150.0	1.58	1.40	7.26	8.70	3.14
5 N/A	1.16	1.50	1.30	1.56	1.43
<b>Capitalization</b>					
1 Above 20.0 (\$Bil)	61.45	67.00	0.00	0.00	56.09
2 10.0 - 20.0	14.35	16.09	0.00	0.00	13.46
3 5.0 - 10.0	8.55	10.07	0.65	0.00	8.93
4 1.0 - 5.0	14.81	6.74	90.21	40.21	15.93
5 0.5 - 1.0	0.70	0.10	7.86	34.53	2.97
6 0.1 - 0.5	0.14	0.01	1.28	24.46	2.51
7 0.0 - 0.1	0.00	0.00	0.00	0.81	0.12
<b>5 Yr Earnings Growth</b>					
N/A	17.23	13.11	17.71	18.48	14.06
2 0.0 -10.0	29.75	24.43	27.93	26.42	24.72
3 10.0 -20.0	19.39	31.04	28.95	32.22	30.43
5 Above 20.0	33.63	31.42	25.41	22.88	30.79



## Universe Medians

### As of December 31, 2008

	<u>Last Qtr</u>	<u>Last 2 Qtrs</u>	<u>Last 3 Qtrs</u>	<u>Last Year</u>	<u>Last Two Years</u>	<u>Last Three Years</u>	<u>Last Four Years</u>	<u>Last Five Years</u>	<u>Last Seven Years</u>	<u>Last Ten Years</u>
<b>Universe Medians</b>										
<b>Total Return of</b>										
Total Fund Portfolios	-11.9 %	-18.8 %	-19.4 %	-23.0 %	-9.1 %	-2.3 %	-0.2 %	1.7 %	2.6 %	2.9 %
Equity Portfolios	-22.8	-29.4	-30.4	-37.0	-18.5	-8.4	-4.8	-1.1	0.3	2.1
Fixed Income Portfolios	3.0	2.1	1.5	3.9	5.1	5.0	4.5	4.4	5.1	5.5
International Equity Portfolios	-21.4	-37.5	-38.4	-43.5	-19.5	-6.0	-0.4	4.3	5.8	5.4
<b>Equity Returns of</b>										
Balanced and Equity Portfolios	-23.0	-29.7	-30.7	-37.3	-18.7	-8.7	-5.0	-1.2	0.1	1.4
<b>Fixed Income Returns of</b>										
Balanced and Fixed Income Portfolios	3.6	2.6	1.7	4.2	5.4	5.2	4.5	4.4	5.1	5.6
<b>International Returns of</b>										
Balanced, Equity and Int'l Equity Portfolios	-21.3	-37.0	-38.5	-44.1	-19.6	-6.2	-1.0	4.4	6.6	7.7
<b>Indexes</b>										
Standard & Poors 500	-21.9 %	-28.5 %	-30.4 %	-37.0 %	-18.5 %	-8.3 %	-5.2 %	-2.2 %	-1.5 %	-1.4 %
Russell 1000® Growth	-22.8	-32.3	-31.5	-38.4	-17.0	-9.1	-5.7	-3.4	-3.4	-4.3
Russell 1000® Value	-22.2	-26.9	-30.8	-36.9	-20.6	-8.3	-4.7	-0.8	0.8	1.4
S&P 400 Mid Cap	-25.6	-33.6	-30.0	-36.2	-17.0	-8.8	-3.8	-0.1	2.1	4.5
S&P 600 Small Cap	-25.2	-25.8	-25.5	-31.1	-17.1	-7.5	-3.9	0.9	3.1	5.2
LB Aggregate	4.6	4.1	3.0	5.2	6.1	5.5	4.7	4.7	5.4	5.6
MSCI EAFE	-19.9	-36.3	-37.6	-43.1	-20.3	-6.9	-2.1	2.1	3.9	1.2

## Calculated vs. Manager Produced Performance

December 31, 2008

	<u>As Calculated By Milliman</u>	<u>As Calculated By Manager</u>	<u>Index Returns</u>
<b>Equity Portfolios</b>			
ICC Capital	-24.5 %	-24.5 %	-22.2 %
Rhumblin Advisors - S&P 500	-21.6	-21.6	-21.9
Rhumblin Advisors - S&P 400	-25.3	-25.3	-25.6
Rhumblin Advisors - S&P 600	-25.0	-25.0	-25.2
<b>Fixed Income Portfolios</b>			
Rhumblin Advisors - Barclays U.S. Aggregate	3.5 *	3.5	4.6
Wellington Management	-0.8	-0.8	4.6
<b>International Equity Portfolios</b>			
Wentworth Hauser	-32.0	-32.1	-19.9

*\* Rhumblin's bond fund underperformance is largely attributable to the fund's poor performance in December; the fund returned 2.6% vs. the index return of 3.7%. Sampling resulted in underperformance in all 3 sectors of the fixed income market - securitized issues, government related and corporates. The government related sector contributed 39 bps, the securitized issues 30 bps and corporates 33 bps to the month's underperformance.*

## Definitions

**Coupon** - Bond instruments typically pay interest in the form of semi-annual coupon payments. If the annual coupon payment value is divided by the par value of the bond, the coupon rate is derived.

**Duration** - The bond portfolio duration most commonly referred to is the Macaulay duration. This is a weighted average maturity, expressed in years. All coupon and principal payments are weighted by the present value term for the expected time of payment.

**Investment Gain/Loss** - The difference in the total dollar value of the portfolio over the past quarter. Changes impacting the dollar value of the portfolio include realized and unrealized capital gains and all cash flows. Cash flows, either contributions or withdrawals, which are made by the plan sponsor are excluded from this calculation.

**Income Yield** - As referred to in this report, the income yield is calculated on common stock holdings, and is the ratio of the last twelve months dividend payments as a percentage of the most recent quarter-ending stock market value.

**Market Capitalization** - A security's quarter-ending market value, or closing price times the number of common stock shares outstanding.

**Maturity** - The maturity for an individual bond is calculated as the number of years till principal payment. For a portfolio of bonds, the maturity is a weighted average maturity, where the weighting factors are the individual security's percentage of total portfolio market capitalization.

**Percentile** - For a range of investment manager performance results, from highest to lowest, a percentile is the performance range spanning one percent of the total range.

**Price/Book Value** - For an individual common stock, this is the stock's price divided by book value per share. Book value per share is the company's common stockholders equity divided by the number of common shares outstanding.

**Price/Earnings Ratio** - The ratio of a common stock's price divided by earnings per share. The ratio is used as a valuation technique employed by investment managers.

**Net Contributions** - The sum of contributions to and withdrawals from a portfolio, exclusive of regular interest and dividend payments, and miscellaneous expenses.

**Portfolio Beta** - A common stock's beta, market risk, is the sensitivity of the stock's price in relation to a 1% change in the price of the market benchmark, the S&P 500. A portfolio beta simply weights the individual issues by their percentage of total portfolio market capitalization.

**Return On Equity** - For a common stock, this is the annual net, after-tax earnings divided by total common stockholders equity.

**Risk/Reward (Sharpe) Ratio** - This is the difference in a portfolio's annualized return, for the past five years, and the annualized return for 90-day Treasury Bills, divided by the annualized standard deviation for the same time period. The statistic is a risk-adjusted return. The higher the value, the better.

**Standard Deviation** - The degree of variability of a time series, such as quarterly returns, relative to the average. Standard deviation measures the volatility of the time series.